

NO-A192 100

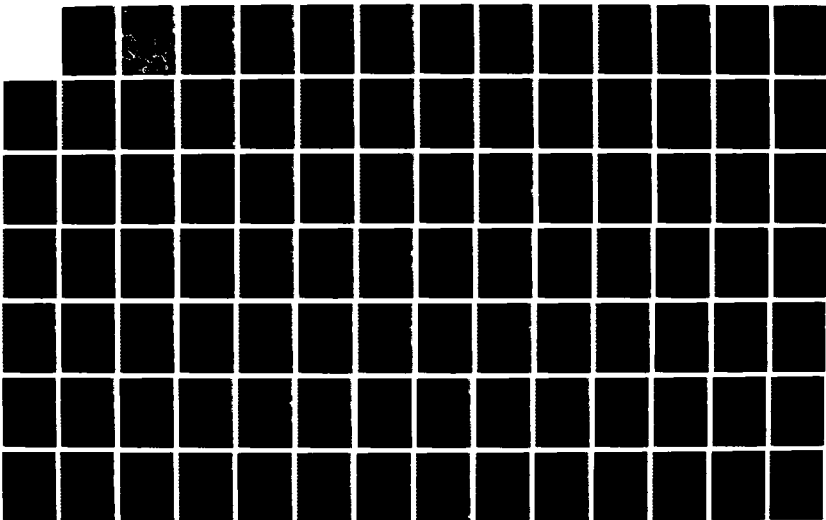
POPULATION REPRESENTATION IN THE MILITARY SERVICES
FISCAL YEAR 1906(U) ASSISTANT SECRETARY OF DEFENSE
(FORCE MANAGEMENT AND PERSONNEL) WASHINGTON D C AUG 87

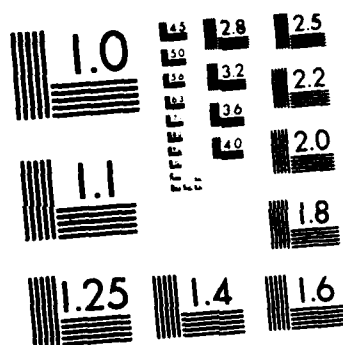
1/2

UNCLASSIFIED

F/G 5/9

NL





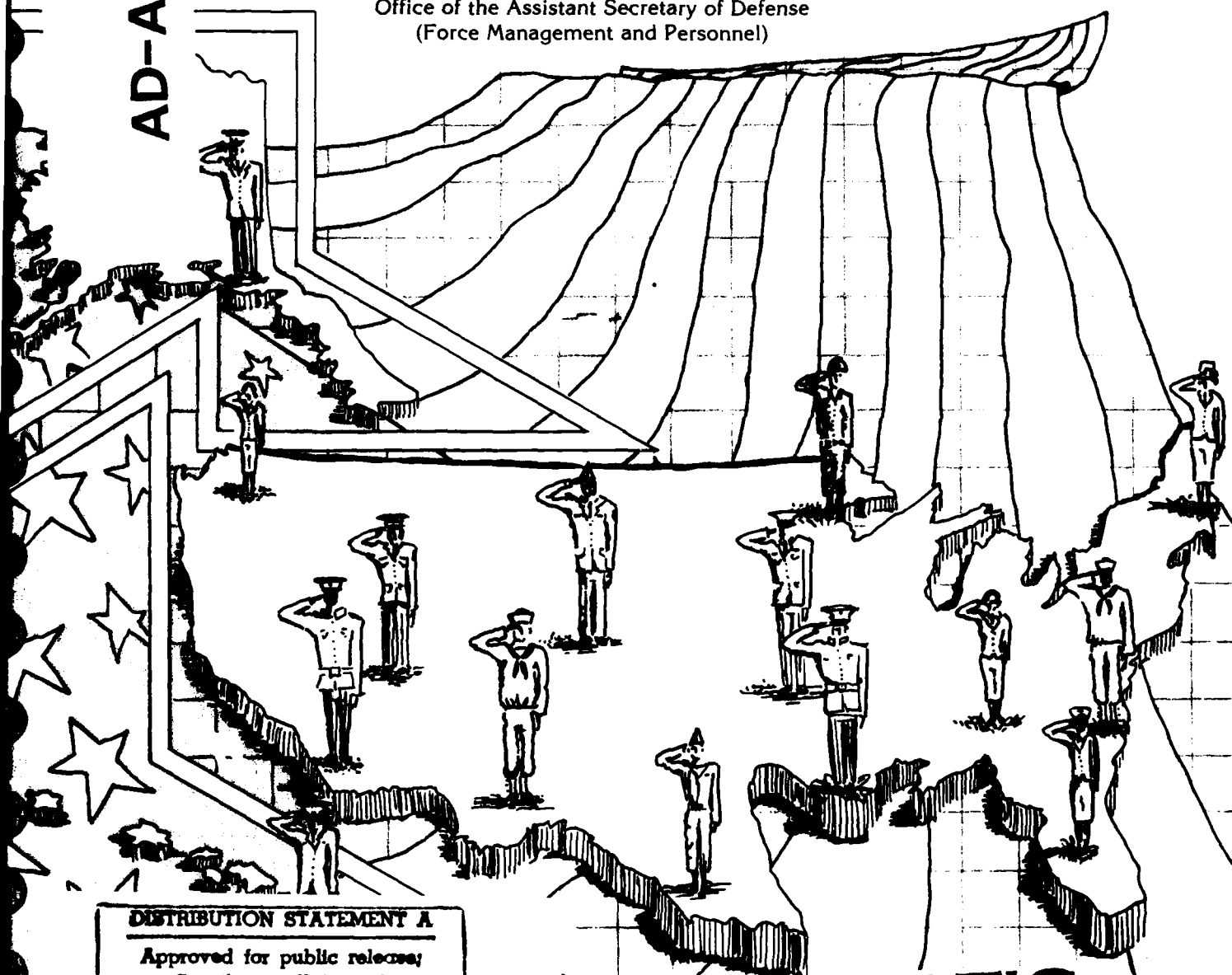
MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS 1963-A

DTIC FILE COPY

Population Representation in the Military Services Fiscal Year 1986

Office of the Assistant Secretary of Defense
(Force Management and Personnel)

AD-A192 180



DISTRIBUTION STATEMENT A

Approved for public release;
Distribution Unlimited

August



1987

DTIC
ELECTE

MAR 09 1988

S a H D

**POPULATION REPRESENTATION
IN THE MILITARY SERVICES
FISCAL YEAR 1986**

**Office of the Assistant Secretary of Defense
(Force Management and Personnel)**

August 1987

TABLE OF CONTENTS

<u>SECTION</u>	<u>TITLE</u>	<u>PAGE</u>
	EXECUTIVE SUMMARY	vii
I	POPULATION CHARACTERISTICS -- AN OVERVIEW	I-1
	Purpose	I-1
	Scope	I-1
	Introduction: Population Representation.....	I-2
	"Representation" in the Historical Setting.....	I-2
	Military Representation.....	I-3
	The Debate Continues: Representation Issues	
	in the Active Duty Military.....	I-5
	Socioeconomic Representation	I-6
	The Shrinking Applicant Pool.....	I-8
	Summary	I-11
II	RECRUIT INFORMATION	II-1
	Introduction.....	II-1
	Applicants.....	II-1
	Geographic Distribution	II-5
	Education and Aptitude	II-11
	Education.....	II-12
	Aptitude.....	II-14
	Literacy.....	II-20
	Demographic-Related Characteristics.....	II-22
	Gender	II-22
	Race	II-24
	Age and Marital Status.....	II-26
	Summary of Findings	II-29
III	THE ACTIVE ENLISTED FORCE	III-1
	Introduction.....	III-1
	Personal Characteristics of the Enlisted Force	III-1
	Education and Aptitude	III-1
	Demographic-Related Characteristics	III-2

TABLE OF CONTENTS (CONTINUED)

<u>SECTION</u>	<u>TITLE</u>	<u>PAGE</u>
	Organizational-Related Characteristics of the Enlisted Force.....	III-8
	Rank	III-8
	Occupation.....	III-9
	Summary of Findings	III-17
IV	CONCLUDING REMARKS	IV-1
	Regulating Enlistments.....	IV-1
	Measurement Difficulties.....	IV-2
	The "Quality" Dilemma.....	IV-3
	Distributing the "Burdens" of Military Service.....	IV-3
	Creating a "Representative" Military Force	IV-4
APPENDIX	A-1



Accession For	
NTIS GRA&I	<input checked="" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By <i>per Letter</i>	
Distribution/	
Availability Codes	
Dist	Avail and/or Special
<i>A-1</i>	

TABLES AND FIGURES

TABLES

<u>TABLE</u>	<u>TITLE</u>	<u>PAGE</u>
I-1	High School Graduates as a Percentage of Non-Prior Service Enlisted Accessions	I-10
II-1	Number of Applicants, by State and Service, FY 1986.....	II-2
II-2	Number of NPS Accessions, by State and Service, FY 1986.....	II-6
II-3	Percentage Distribution of NPS Enlisted Accessions Compared with 1986 18 to 21 Year Old Population, by Census Division, Fiscal Years 1980 Through 1986.....	II-8
II-4	Comparison of State Percentage Distribution of FY 1986 NPS Enlisted Accessions, by Service, with 1986 18 to 21 Year Old Population	II-9
II-5	Quality Indicators of Non-Prior Service Accessions, Fiscal Years 1980-1986	II-13
II-6	Percentage Distribution of AFQT Category Ranges for FY 1986 NPS Enlisted Accessions Compared with 1980 Civilian Youth Population.....	II-15
II-7	Percentage Distribution of High School Diploma Graduates (HSDG) and Mean AFQT Percentile Scores of NPS Enlisted Accessions by State, FY 1986	II-17
II-8	Comparison of AFQT Category Percentage Distributions of FY 1985 and FY 1986 NPS Accessions with 1980 Civilian Youth Population	II-19
II-9	Comparison of Mean Reading Grade Level of NPS Accessions with 1980 Civilian Youth Population, Fiscal Years 1981-1986	II-20
II-10	Percentage of Young Adults at or Above Average Reading Skills of Selected Grades	II-21
II-11	Women as a Percentage of NPS Accessions, by Service, Fiscal Years 1977-1986.....	II-23
II-12	High School Graduates as a Percentage of FY 1986 NPS Accessions, by Gender, Race/Ethnic Category, and Service.....	II-23

**TABLES AND FIGURES
(CONTINUED)**

<u>TABLE</u>	<u>TITLE</u>	<u>PAGE</u>
II-13	Minorities as a Percentage of NPS Accessions, by Service, Compared with the U.S. Population (18-21 Years), Fiscal Years 1980-1986	II-24
II-14	Minorities as a Percentage of U.S. Population (18-21 Years) and of NPS Accessions, by Gender and Service, FY 1986	II-25
II-15	Minorities as a Percentage of NPS Enlisted Accessions, by Race/Ethnic Category, FY 1986	II-27
II-16	Blacks as a Percentage of Total NPS Accessions and the U.S. Population (18 to 21 Years), by Service, Fiscal Years 1980-1986	II-27
II-17	Median Age for NPS Accessions, by Gender and Service, FY 1986	II-28
II-18	Percentage of Married FY 1986 NPS Accessions by Gender and Service, Compared with 18 to 24 Year Old Civilians	II-28
III-1	Percentage Distribution of Educational Attainment for the Active Enlisted Force, by Service and Years of Service, FY 1986	III-3
III-2	High School Graduates as a Percentage of Active Enlisted Force, by Service, and of Civilian Labor Force, Fiscal Years 1973-1986	III-4
III-3	Women as a Percentage of the Active Enlisted Force, by Service, Fiscal Years 1980-1986	III-5
III-4	Minorities as a Percentage of the Active Enlisted Force, by Service, Fiscal Years 1973-1986	III-6
III-5	Percentage Distribution of Active Enlisted Force, by Age and Service, FY 1986, Compared to the Civilian Labor Force	III-7

**TABLES AND FIGURES
(CONTINUED)**

<u>TABLE</u>	<u>TITLE</u>	<u>PAGE</u>
III-6	Percentage of Active Enlisted Force Which is Married, by Age Group, Gender, and Service, FY 1986, Compared to the Civilian Population	III-7
III-7	Percentage Distribution of Active Enlisted Personnel, by Pay Grade and Service, FY 1986	III-8
III-8	Percentage Distribution of Active Enlisted Force, by Pay Grade, Fiscal Years 1980-1986	III-9
III-9	Women as a Percentage of Active Enlisted Personnel in Each Pay Grade, by Service, FY 1986	III-9
III-10	Minorities as a Percentage of Active Enlisted Personnel in Each Pay Grade, by Service, FY 1986	III-10
III-11	Percentage Distribution of Enlisted Personnel by Broad Occupational Category and Service, FY 1986	III-11
III-12	Percentage Distribution of Active Enlisted Force, by Broad Occupational Category, Fiscal Years 1980-1986	III-13
III-13	Average AFQT Percentile Scores of Enlisted Personnel, by Service and Occupational Category, FY 1986	III-14
III-14	Women as a Percentage of Active Enlisted Personnel, by Occupational Category and Service, FY 1986	III-15
III-15	Minorities as a Percentage of Active Enlisted Personnel, by Occupational Category and Service, FY 1986	III-16

**TABLES AND FIGURES
(CONTINUED)**

<u>TABLE</u>	<u>TITLE</u>	<u>PAGE</u>
A-1	Graduates of Public High Schools for FY 1986, by State, Compared with 18 Year Old Population	Appendix
A-2 thru A-22	Outcome of Application Process for FY 1986 Non-Prior Service Applicants by Census Region, Census Division, and State	Appendix

FIGURES

<u>FIGURE</u>	<u>TITLE</u>	<u>PAGE</u>
I-1	Resident Population Projections.....	I-9
A-1 thru A-12	Maps.....	Appendix

EXECUTIVE SUMMARY

THE FISCAL YEAR 1986 REPORT

This volume is the thirteenth annual report on the applicants for and members of the Armed Forces. In particular, it is an assessment of the makeup of the total active enlisted force for all Services as of the end of Fiscal Year (FY) 1986. The key emphasis is an analysis of the demographic, educational and aptitude characteristics of current members, with historical trends examined for a selected statistical series.

Section I presents an introduction to some of the relevant issues addressed in this report such as the possible difficulties faced due to a diminishing applicant pool caused by declining birth trends.

In Section II the background characteristics of applicants for enlistment during FY 1986 are examined. Correlations are developed between the applicant population and those applicants who contracted for enlistment into the Armed Services. Additionally, recruits' geographic distribution, aptitude test scores, educational level, gender, race, age, and marital status are examined in detail.

Section III examines characteristics of the entire active enlisted force. This section is an update of the FY 1985 report, and will follow closely the structure of that edition. Information is included regarding educational level, aptitude, gender, race, age, and marital status, as well as selected organizational characteristics such as pay grade (by Service, gender, and minority status) and occupation (by Service, gender, minority status, pay grade, and measure of aptitude).

Section IV concludes this report with some important remarks concerning representation and the issues raised when proportional representation becomes a central goal.

SECTION I

POPULATION CHARACTERISTICS -- AN OVERVIEW

PURPOSE

This report, prepared by the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Force Management and Personnel), represents the thirteenth in a series of annual reports responding to the Senate Armed Services Committee Report Number 94-884, May 1974. In that report, the Committee directed the Office of the Secretary of Defense (OSD) to submit annual reports to the Congress on the composition of the military's active enlisted force.

SCOPE

The Population Representation report is a presentation of selected demographic information currently available on FY 1986 military personnel accessions and active duty military personnel to include geographic distribution, educational level, and other demographic factors. Information made available to the Congress in earlier reports has been updated and expanded. To more fully analyze the FY 1986 accessions, two areas of interest have been enhanced. Previous editions did not explain the difference between the number of applicants tested and the number actually qualified to enter the Armed Services. In this edition we present, by Service and reason for disqualification, the number of applicants not qualified for entrance. The second enhancement relates to the numbers used to represent the FY 1986 high school graduates. The figures are based on each state's Department of Education statistics, and can be found in Appendix Table A-1. This will allow for a more accurate analysis of population trends within that age group.

INTRODUCTION: POPULATION REPRESENTATION

"REPRESENTATION" IN THE HISTORICAL SETTING

"Representation," it has been said, means more in the United States than in any other nation. Indeed, the American self-image is that of a country where unity is achieved amid social diversity; where people of many backgrounds can live in harmony and come together for a common cause; and where, through democratic governance, the Nation's great institutions can be called upon to represent the varied community interests and characteristics of the general population.

The concept of representation is grounded in the belief that agencies of government should reflect the views of the public as closely as possible. Optimal representation is achieved, the view holds, by creating an approximate model of the population within the membership of Governmental organizations; in other words, by fostering an organization comprising the same elements, in roughly the same proportions, as are found in the general population. The underlying premise is that individuals can be assigned to groups -- by such characteristics as age, sex, race, religion, attitudes, socioeconomic position, geographic region, and so on -- and then be counted as "representatives" of these groups.

Although the concept has been a part of political thought for hundreds of years, only recently has it spread in this country from the political to the social sphere. Representation theory was applied to the bureaucracy in the 1940s, and during the 1960s it began to receive emphasis in military manpower staffing.

About twenty years ago, "quota consciousness" emerged as a major social and political issue, led by the drives for civil rights, women's liberation, and welfare rights; and augmented by Supreme Court rulings, the War on Poverty, and legislation intended to foster a more "balanced society." The resulting heightened awareness of group

participation and "statistical parity" has remained a fixed standard of public policy. The issue of representation currently manifests itself in many ways, including numerical placement policies in education and equal employment opportunity in the workplace; in "balanced" political party tickets; in public concern over appointments to public office of ethnic/racial minorities and women; in symbolic portrayals of the American population; and in the ongoing minority and women's rights movements.

MILITARY REPRESENTATION

The American military has always emphasized the diversity of its membership. It is the nature of the military organization to purposely bring together persons from varied backgrounds -- young men and women from all states and territories, all major demographic groups and social categories -- to serve in the Nation's defense. Popular literature and the mass media have helped to foster this image of the American military as a kind of ultimate melting pot, where the diverse elements of our population mix and work together in an application of the society's proudest traditions and cultural values.

At the heart of the issue of military representation in the U.S. is the concept of the "citizen-soldier" and the demographic imperative, asserted by George Washington, that "every Citizen who enjoys the protection of a free Government, owes not only a proportion of his property, but even of his personal services in the defense of it . . ."¹ More recently, expressions of interest in military representation can be traced to the movement for "equality of service" in the 1960s which, along with perceived inequities in Selective Service policies, contributed to extensive draft reform, the draft lottery, and the eventual demise of peacetime conscription.

¹ George Washington, "Sentiments on a Peace Establishment," in Walter Millis, ed., American Military Thought (Indianapolis: Bobbs-Merrill Co., 1966), p. 23.

Prior to the mid-1960s, the term "representation" was rarely used in direct reference to the military or to the manner in which the military filled its ranks. Since the 1966-1967 draft extension debates, however, "representation" has become a measure of the "social justice" or equity of the distribution of military service. "Representation," some contend, provides a definitive answer to the long-standing question: "Who shall serve when not all serve?" Fairness can be assured to the extent that those who *do* serve in the military represent a cross section of all who are otherwise eligible. Military service can be said to be equally and fairly distributed across all sectors of society when identified groups are present in proportion to their presence in the total population.

Since the Vietnam era, direct references to military "representation" have appeared with continuing frequency in Government-sponsored studies and reports, magazine and newspaper articles and editorials, and general literature in the social sciences. The term has become an accepted part of the military manpower vernacular, and no discussion of the military is complete today without some mention of social demography and the proportional distribution of one population category or another in the composition of the Armed Forces.

Scholars who have studied the evolution and development of "representation" theory find that its proponents call upon three basic principles to argue their positions: (1) there is a need to have a "legitimate" military of citizen-soldiers who can recreate the social fabric of American life; (2) those who serve must have the necessary characteristics to assure that the military is a highly capable, cohesive, and effective fighting force (in symbol as well as in deed); and (3) there must be an equitable system of military service, where the "benefits and burdens" (or rights and responsibilities) of national defense are distributed justly (proportionately) throughout society. It is these three features or aspects of national policy -- political legitimacy, military effectiveness,

and social equity -- that currently frame the discussion about the types of people who are volunteering for military service.

THE DEBATE CONTINUES: REPRESENTATION ISSUES IN THE ACTIVE DUTY MILITARY

Public and Congressional interest in the demographic characteristics of military personnel was perhaps strongest during the Vietnam War. The Selective Service System during this period was roundly criticized by many for its deferment policies and practices that appeared to insulate the sons of more affluent families from the fighting. This assessment was reinforced when the early casualty statistics were reported, showing that blacks accounted for more than one out of every five Army combat deaths. In fact, by war's end, the proportion of combat fatalities among black troops had fallen and was roughly the same as the proportion of blacks in both the general population and the Army's enlisted ranks. But the inequities of the Selective Service System had fueled the arguments of its critics, and steps were already being taken to establish a voluntary peacetime military.

Just a few years ago, there was renewed debate concerning the "representativeness" of the military's rank and file. The formation of study groups and commissions evidenced the fact that some observers were dissatisfied with the demographic composition of the Armed Forces. Somewhat ironically, those who sought to restore conscription took the same view that had led to the demise of the draft -- namely, that the recruiting system was filling the ranks with disadvantaged minorities, the poor, and others who were being forced by their misfortune to bear arms for an "employer of last resort." A news magazine reported in 1981 that "some critics complain that an all-volunteer military will become increasingly unrepresentative of American

society," and "if the President's plans for a massive defense buildup move ahead on schedule, a return to the draft seems all but inevitable."²

The Military Services have been criticized from time to time for not representing a cross section of the youth population. Even at this writing, there are active proposals to return to conscription or some form of universal, national service, based in part on the argument that compulsory service will produce a military that is more representative of the general population's racial, ideological, and socioeconomic composition.

SOCIOECONOMIC REPRESENTATION

In this report an effort is made to explore as many areas of similarity and difference as possible between the military and the general population. As mentioned above, one of the measures of "representativeness" of volunteers for military service is socioeconomic background. The sponsors of this annual report have sought for some years to develop a source of data that could be presented as a legitimate reflection of the socioeconomic background of applicants and recruits as compared to the socioeconomic status (SES) of the corresponding population of the nation.

Most available SES information depicts predominant socioeconomic characteristics within geographic divisions, as derived from census data. While these generalizations are useful for demographic trend analyses and in preparation of advertising campaigns, even the finest divisions (e.g., by ZIP Code) are not reliable for the purposes of this report. That is to say, we cannot assume that applicants who indicate a given ZIP for their current address have come from the socioeconomic background that prevails in the ZIP Code area.

² "Why a Draft Seems Certain," Newsweek, June 8, 1981, p. 39.

Encouraged by suggestions of members of Congress and Capitol Hill staff members, the Directorate for Accession Policy now proposes to collect these data directly from military applicants. If this approach is implemented systematically over time, it should be possible eventually to determine, and present in future issues of this report, the socioeconomic representativeness of applicants and enlistees.

The variables most often used, and most widely recognized to assess SES, are education, occupation, and income. These are the proposed variables to be used in determining applicant SES, although other variables such as employment status, possessions, or the presence of reading materials in the home are sometimes used in combination with these in socioeconomic indices.

Measurement and analysis problems must be solved before useful data are derived. The foremost problems are these:

- o Collecting applicant SES data will require asking young recruits to provide information about their parents, rather than obtaining the information directly from the parents.
- o Representative national surveys of adults do not contain data on education, occupation, and income in a form that is readily comparable to reports of these variables by enlistment-age youths.

None of these or the other lesser survey problems appear insurmountable. The Defense Manpower Data Center is preparing a survey design to be applied at Military Entrance Processing Stations. The plan is to prepare a self-administered survey that is reliable, inexpensive, and places minimal time burden on the enlistment process.

There is satisfactory evidence that youth do, or can, report SES data reliably, though the degree of validity desired has not yet been established. Both the Current

Population Survey, conducted by the Census Bureau for the Bureau of Labor Statistics, and the General Social Survey, conducted each year by the National Opinion Research Center, are promising sources of population comparison data. The primary concerns with these data sources lie in level of detail, data collection methodology, and in isolating the population group from which military applicants would come.

THE SHRINKING APPLICANT POOL

While representation debate continues, there is one fact that cannot be influenced by any act of policy or persuasion: the pool of prospective applicants is diminishing. The large group of "baby boom" youth, which contributed to the success of the volunteer force concept, declined by 11.9 percent from 1979 - 80 to 1984 - 85.³

The impact of the decreasing size of America's youth cohort has been widely predicted, observed and chronicled, and yet it appears to date not to have affected recruiting success. The youth population comprising the vast majority of new accessions, those ages 18 to 21, has declined by more than 3.0 percent each year since 1982, with a 3.5 percent decline noted in 1985 - 86.⁴ Despite this diminishing pool, the non-prior service recruiting objective for FY 1986, set at 314,519, was surpassed with 315,260 actual accessions.⁵

The declining birth trend becomes more significant when comparing projections for 18 year olds for 1987 - 1989 with those for 1990 - 1994, as illustrated in Figure I-1.

³ U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986.

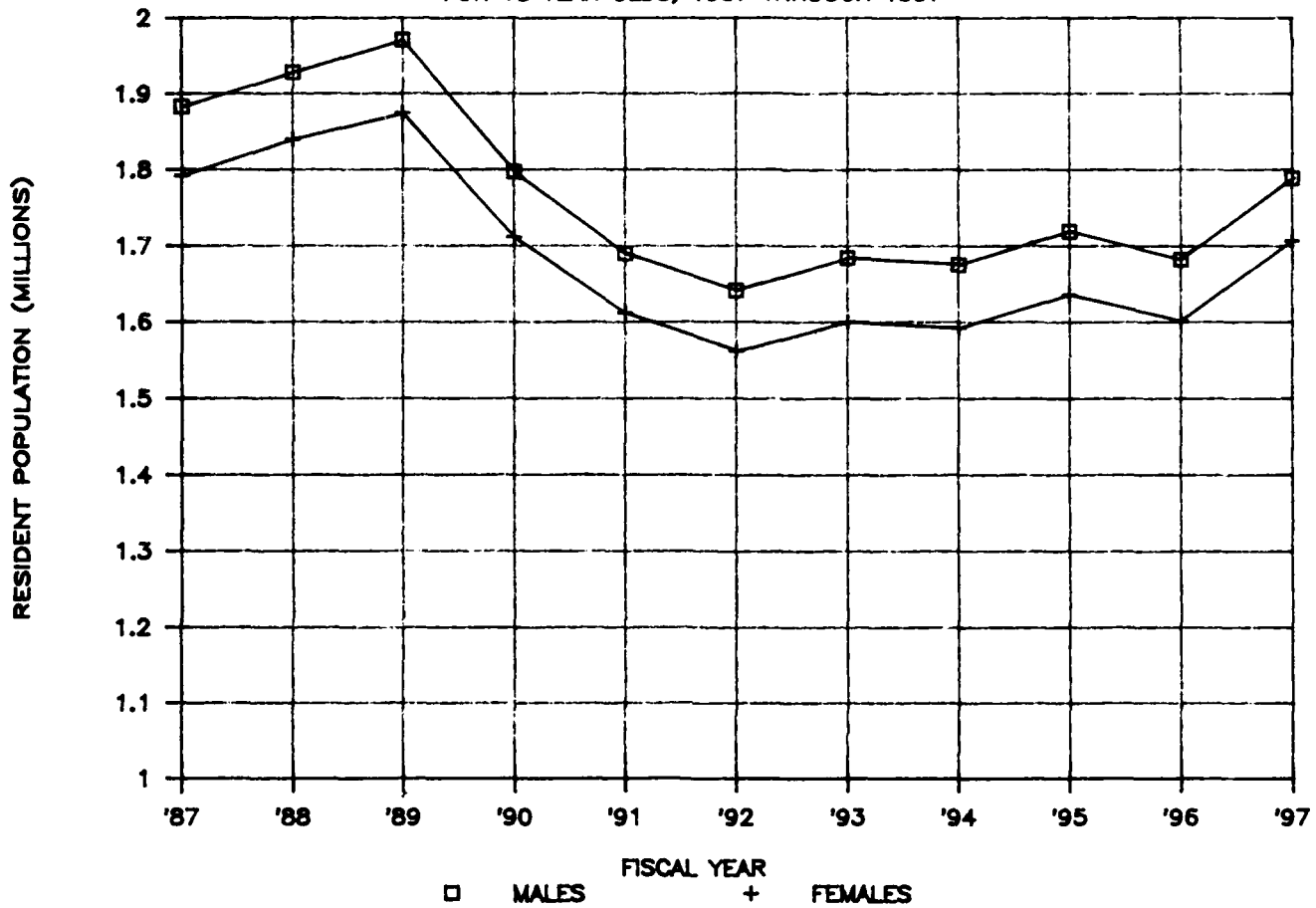
⁴ U.S. Bureau of the Census, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

⁵ OASD(FM&P), "Fiscal Year 1986 Recruiting Results".

FIGURE I-1

RESIDENT POPULATION PROJECTIONS

FOR 18 YEAR OLDS, 1987 THROUGH 1997



(The figure shows projections based strictly on the FY 1986 population, and does not take into account such factors as mortality rates and immigration.) There is a 34 percent decline in the number of 18 year olds from 1989 to 1992, which suggests a strong influence on the possible applicant pool over the next six years.

Decline in numbers, however, does not necessarily equate to decline in quality for the Armed Services. Successful completion of a high school program, and subsequent receipt of a diploma, has long been an accepted indicator for success in the Armed Services. As illustrated in Table I-1, below, the percentage of high school diploma graduates, as a percentage of the non-prior service accessions, increased between FY 1980 and FY 1986 and is much higher than that in the youth population. Since 1980, approximately 67 percent of each year's high school graduate age population successfully completed 12 years of education.⁶

TABLE I-1
HIGH SCHOOL GRADUATES AS A PERCENTAGE OF NON-PRIOR SERVICE
ENLISTED ACCESSIONS

SERVICE	FY80	FY81	FY82	FY83	FY84	FY85	FY86
ARMY	54	80	86	88	91	91	91
NAVY	75	76	79	91	93	89	85
MARINE CORPS	78	80	85	92	95	97	98
AIR FORCE	83	88	94	98	99	99	99
DOD	68	81	86	91	93	93	92
18 YEAR OLD POPULATION ^a	67	67	67	68	68	68	67 ^b

^a U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986. The data represent the percentage of each year's high school graduate age population which successfully completed 12 years of education.

^b U.S. Bureau of the Census, Population Estimates and Projections. Estimates of the Population of the United States, by Age, Sex and Race: 1980 to 1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

The trend of declining birth rates can also be expected to highlight the need to examine a related issue, that of retention. Retention matters affect the Services in many ways. In light of the extended training time required in highly technical and rapidly changing fields and the commensurate rising cost of training personnel, combined with a

⁶ U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986.

diminishing pool of applicants from which to draw, awareness by the Armed Forces of population trends is imperative.

SUMMARY

This report describes the characteristics of the men and women who have chosen to serve in the Nation's Armed Forces, and identifies some of the apparent attractions military duty holds for these people. An effort has been made to analyze the ways in which these people are similar to, and different from, their civilian counterparts. It is hoped that this material will provide a clear description of today's military personnel and contribute to more informed discussion of the issues affecting that population group.

SECTION II

RECRUIT INFORMATION

INTRODUCTION

This section examines many of the characteristics of FY 1986 non-prior service (NPS) applicants and accessions. The characteristics examined include education, aptitude, geographic distribution, gender, race/ethnic categories, age, and marital status. Selected historical trends and peer group comparisons are also presented.

APPLICANTS

The first step in applying for military service is talking with a recruiter, whether at school or in the neighborhood. If, after initial interviews, the individual is interested and the recruiter believes the person is qualified, arrangements will be made for the person to take the Armed Services Vocational Aptitude Battery (ASVAB). The individual is then classified as an *applicant*.

There were 722,378 applicants from the 50 states in FY 1986 (excludes Territories and Possessions), up approximately five percent from FY 1985. Table II-1 presents the number of applicants by region, census division, and state for each of the four Services for FY 1986.

Applicants for military service must meet several pre-enlistment screens: ASVAB scores and educational, medical, and moral character standards. The data contained in Appendix Table A-1 detail the outcome of applications in tabular form for military service during FY 1986. This information is arranged by Service, state, and educational level of the applicant. The final table within the Appendix, Table A-22, presents the total DoD educational figures.

TABLE II-1

NUMBER OF APPLICANTS, BY STATE AND SERVICE, FY 1986

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NORTH EAST REGION</u>	53668	38957	12641	26669	131935
<u>New England Division</u>	11700	8588	3066	6750	30104
Maine	2109	1314	375	1067	4865
New Hampshire	1168	723	274	705	2870
Vermont	746	398	189	403	1736
Massachusetts	4210	3450	1379	2702	11741
Rhode Island	758	718	222	423	2121
Connecticut	2709	1985	627	1450	6771
<u>Middle Atlantic Division</u>	41968	30369	9575	19919	101831
New York	19492	14614	4469	8909	47484
New Jersey	6670	4893	1592	3313	16468
Pennsylvania	15806	10862	3514	7697	37879
<u>NORTH CENTRAL REGION</u>	86291	51051	19306	36080	192728
<u>East North Central Division</u>	61850	36298	14151	25708	138007
Ohio	16556	10259	3381	7730	37926
Indiana	8346	4596	2073	4101	19116
Illinois	15349	8938	3617	5537	33441
Michigan	14782	8072	3288	5509	31651
Wisconsin	6817	4433	1792	2831	15873
<u>West North Central Division</u>	24441	14753	5155	10372	54721
Minnesota	5275	3316	995	2471	12057
Iowa	4457	2461	910	1769	9597
Missouri	7986	4688	1547	2938	17159
North Dakota	862	514	220	395	1991
South Dakota	1083	508	243	563	2397
Nebraska	2059	1431	644	1209	5343
Kansas	2719	1835	596	1027	6177
<u>SOUTH REGION</u>	115745	75019	22939	51260	264963
<u>South Atlantic Division</u>	57277	36770	11538	25075	130660
Delaware	835	660	210	439	2144
Maryland	6196	3247	1048	2246	12737
D.C.	1069	300	125	259	1753
Virginia	8234	4602	1548	3888	18272
West Virginia	3853	1460	618	1595	7596
North Carolina	9474	5683	1798	3876	20831
South Carolina	4833	3907	970	2383	12093
Georgia	8158	5685	1757	3748	19348
Florida	14625	11226	3394	6641	35886

TABLE II-1 (CONTINUED)

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>East South Central Division</u>	21990	14812	3844	9086	49732
Kentucky	5763	2739	973	2026	11501
Tennessee	5792	4645	1090	2852	14379
Alabama	5699	4730	1046	2497	13972
Mississippi	4736	2698	735	1711	9880
<u>West South Central Division</u>	36478	23437	7557	17099	84571
Arkansas	3842	2360	650	1881	8733
Louisiana	6832	4602	1343	3180	15957
Oklahoma	3919	2659	792	2287	9657
Texas	21885	13816	4772	9751	50224
<u>WEST REGION</u>	51662	37837	12325	24820	132752
<u>Mountain Division</u>	16610	12316	4051	7890	40867
Montana	1274	1036	217	849	3376
Idaho	1455	1079	418	776	3728
Wyoming	743	469	149	295	1656
Colorado	4019	3202	874	2015	10110
New Mexico	2143	1551	486	1091	5271
Arizona	4487	3004	1338	1723	10552
Utah	1286	1122	283	644	3335
Nevada	1203	853	286	497	2839
<u>Pacific Division</u>	36335	29164	9981	16405	91885
Washington	5608	4441	1455	2667	14171
Oregon	4301	3249	989	1675	10214
California	24571	20369	7124	11123	63187
Alaska	601	256	193	198	1248
Hawaii	1254	849	220	742	3065
<u>UNITED STATES SUBTOTAL</u>	308649	206507	68918	138304	722378
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	5625	1278	192	557	7652
<u>UNKNOWN</u>	390	119	69	525	1103
<u>TOTAL U.S. APPLICANTS</u>	314664	207904	69179	139386	731133

Source: Defense Manpower Data Center (DMDC).

Figures A-1 through A-12, in the Appendix, are graphic presentations highlighting the reasons for applicant disqualification from military service. The three broad categories for disqualification are Medical, Aptitude, and Other.

Medical disqualifications for applicants are defined by Army Regulation 40-501, Standards of Physical Fitness, and govern all four Services. These disqualifications may be temporary, such as being overweight, or they may be permanent, such as being physically handicapped. All applicants are required to take the ASVAB to assess their skills and aptitude. Four subtests within the ASVAB comprise the Armed Forces Qualification Test (AFQT). By Federal law (10 USC 520), an applicant must receive a minimum score at or above the 10th percentile on the AFQT to be accepted for enlistment. Each Service may then establish its own higher minimum qualifying score. The category of "Other" disqualifications refers to felonies, moral turpitude, and types of minor violations.

The disqualifying data for aptitude, in the Appendix, have been translated into percentages of total tests administered within each state and have been displayed in a series of maps. The data were divided into five equal ranges: 0 to 5.3, 5.4 to 10.6, 10.7 to 15.9, 16.0 to 21.2, and 21.3 to 27.0. This allows for ready comparisons among the Services. Of the four Services, the Air Force had the highest proportion of applicants disqualified for aptitude reasons, while the Marine Corps had the lowest.

After an applicant successfully completes the ASVAB, passes the physical examination, and is accepted by the Service for enlistment, the individual signs an enlistment contract and either is placed in the Delayed Entry Program (DEP) or, in a few cases, becomes a *direct accession*. Persons in the DEP have been accepted for entrance but either for efficient scheduling of training or for personal reasons, their entry into military service is deferred for a time. The majority of the data contained in

Section II will refer to enlisted non-prior service accessions (NPS), those individuals who have no prior service with the Armed Forces. Of the applicants who tested (from the fifty states), 309,925 were admitted into the Services, an accession rate of approximately 43 percent. Table II-2 provides information regarding NPS enlistees for FY 1986, by geographic origin and Service.

GEOGRAPHIC DISTRIBUTION

"Geographic representation" means that the proportion of new recruits from one section of the country contains approximately the same "mix" as could be found in the civilian youth population. Table II-3 presents the historical trend from FY 1980 through 1986, by census region and census division, while Table II-4 shows that the census regional distribution of new accessions closely resembles the national population distribution of 18 to 21 year olds in 1986.

In the early years of the all-voluntary military, there was considerable interest concerning the geographic distribution of new recruits and the population density (urban versus rural) of their hometowns. This interest in the geographic origin of enlistees stemmed largely from one of the arguments of those who opposed ending the draft: an all-volunteer service would appeal primarily to young men from rural areas and to those who lived in the South and Southwest. The military has traditionally received its greatest acceptance and support from these areas, owing to a higher concentration of military installations, the relatively greater presence of military retirees, and a historically stronger military orientation. Thus, defenders of conscription were concerned that a regional bias of this type might threaten to isolate the military ideologically from the rest of the Nation. The data assembled in Tables II-3 and II-4 should dispel any concerns about developing regional bias.

TABLE II-2

NUMBER OF NPS ACCESSIONS, BY STATE AND SERVICE, FY 1986

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NORTH EAST REGION</u>	21165	16781	6791	11272	56009
<u>New England Division</u>	4666	3788	1614	2838	12906
Maine	777	584	189	482	2032
New Hampshire	522	371	149	297	1339
Vermont	284	181	99	176	740
Massachusetts	1697	1481	701	1098	4977
Rhode Island	315	294	128	203	940
Connecticut	1071	877	348	582	2878
<u>Middle Atlantic Division</u>	16499	12993	5177	8434	43103
New York	7055	5941	2416	3535	18947
New Jersey	2495	2165	983	1263	6906
Pennsylvania	6949	4887	1778	3636	17250
<u>NORTH CENTRAL REGION</u>	34741	22417	9928	17496	84582
<u>East North Central Division</u>	24456	15920	7338	12475	60189
Ohio	6696	4477	1852	3891	16916
Indiana	3553	2203	982	1984	8722
Illinois	5792	3792	1874	2692	14150
Michigan	5752	3552	1759	2416	13479
Wisconsin	2663	1896	871	1492	6922
<u>West North Central Division</u>	10285	6497	2590	5021	24393
Minnesota	2306	1566	478	1184	5534
Iowa	1895	1094	484	942	4415
Missouri	2966	2080	721	1371	7138
North Dakota	392	255	137	160	944
South Dakota	494	223	180	319	1216
Nebraska	1064	561	338	549	2512
Kansas	1168	718	252	496	2634
<u>SOUTH REGION</u>	46484	30449	10533	22641	110107
<u>South Atlantic Division</u>	23399	15262	5300	11405	55366
Delaware	320	249	95	201	865
Maryland	2313	1440	610	1146	5509
D.C.	327	110	62	118	617
Virginia	3146	1795	646	1694	7281
West Virginia	1496	692	335	812	3335
North Carolina	3662	2439	776	1601	8478
South Carolina	1977	1631	398	1024	5030
Georgia	3911	2416	686	1534	8547
Florida	6247	4490	1692	3275	15704

TABLE II-2 (CONTINUED)

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>East South Central Division</u>	8676	6226	1857	4194	20953
Kentucky	2332	1241	523	969	5065
Tennessee	2316	2017	550	1332	6215
Alabama	2388	1885	473	1203	5949
Mississippi	1640	1083	311	690	3724
<u>West South Central Division</u>	14409	8961	3376	7042	33788
Arkansas	1592	1149	290	791	3822
Louisiana	2704	1523	596	1192	6015
Oklahoma	1632	1049	402	918	4001
Texas	8481	5240	2088	4141	19950
<u>WEST REGION</u>	22706	17492	7224	11805	59227
<u>Mountain Division</u>	7183	5405	2128	3935	18651
Montana	577	493	95	413	1578
Idaho	694	481	205	404	1784
Wyoming	378	275	114	155	922
Colorado	1735	1362	516	992	4605
New Mexico	945	628	263	505	2341
Arizona	1797	1349	670	835	4651
Utah	499	399	113	358	1369
Nevada	558	418	152	273	1401
<u>Pacific Division</u>	15523	12087	5096	7870	40576
Washington	2465	1948	673	1318	6404
Oregon	1892	1347	408	777	4424
California	10413	8390	3860	5329	27992
Alaska	240	101	71	74	486
Hawaii	513	301	84	372	1270
<u>UNITED STATES SUBTOTAL</u>	125096	87139	34476	63214	309925
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1699	478	63	246	2486
<u>UNKNOWN</u>	203	452	53	91	799
<u>TOTAL U.S. ACCESSIONS</u>	126998	88069	34592	63551	313210

Source: DMDC.

TABLE II-3

**PERCENTAGE DISTRIBUTION OF NPS ENLISTED ACCESSIONS^a
 COMPARED WITH 1986 18 TO 21 YEAR OLD POPULATION,^b
 BY CENSUS DIVISION,
 FISCAL YEARS 1980 THROUGH 1986^c**

CENSUS REGION CENSUS DIVISION	FY80	FY81	FY82	FY83	FY84	FY85	FY86	1986 18-21 YEAR OLD POPULATION
<u>NORTHEAST REGION</u>	20.7	20.6	20.9	20.0	19.4	19.7	17.7	21.0
New England Division	5.4	5.4	5.5	5.1	4.8	4.6	4.0	5.5
Middle Atlantic Division	15.3	15.2	15.4	14.9	14.6	15.1	13.7	15.5
<u>NORTH CENTRAL REGION</u>	26.3	27.2	28.2	28.4	28.1	27.7	25.9	24.6
East North Central Division	19.1	19.6	20.5	20.8	20.8	20.1	19.2	17.5
West North Central Division	7.2	7.6	7.7	7.6	7.3	7.6	6.7	7.1
<u>SOUTH REGION</u>	34.0	33.6	33.0	33.2	33.9	34.0	35.2	35.1
South Atlantic Division	18.1	18.5	18.4	18.2	18.4	17.6	17.7	17.2
East South Central Division	6.5	6.7	6.5	6.6	6.6	6.6	6.7	6.6
West South Central Division	9.4	8.4	8.0	8.5	8.9	9.8	10.8	11.3
<u>WEST REGION</u>	17.7	17.4	16.7	17.4	17.2	17.7	18.8	19.4
Mountain Division	5.2	5.2	5.0	5.4	5.2	5.6	5.9	5.3
Pacific Division	12.5	12.1	11.7	12.0	12.0	12.1	12.9	14.1
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1.3	1.2	1.2	1.0	1.3	0.9	0.7	N/A

^a Source for military data: DMDC. Columns may not sum to 100% due to rounding.

^b U.S. Bureau of the Census, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex and Race: 1980 to 1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

^c All data presented as a percent of total.

TABLE II-4

COMPARISON OF STATE PERCENTAGE DISTRIBUTION OF FY 1986 NPS
ENLISTED ACCESSIONS, BY SERVICE^a, WITH 1986 18 TO 21 YEAR OLD
POPULATION

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	1986 18-21 YEAR OLD POPULATION
<u>NORTHEAST REGION</u>	16.6	19.0	19.5	18.8	17.7	21.0
<u>New England Division</u>	3.5	4.3	4.6	4.5	4.0	5.5
Maine	0.6	0.7	0.5	0.8	0.6	0.5
New Hampshire	0.4	0.4	0.4	0.5	0.4	0.4
Vermont	0.2	0.2	0.3	0.3	0.2	0.2
Massachusetts	1.3	1.7	2.0	1.7	1.6	2.5
Rhode Island	0.2	0.3	0.4	0.3	0.3	0.4
Connecticut	0.8	1.0	1.0	0.9	0.9	1.3
<u>Middle Atlantic Division</u>	13.1	14.7	14.9	14.3	13.7	15.5
New York	5.6	6.7	7.0	5.6	6.0	7.4
New Jersey	2.0	2.5	2.8	2.0	2.2	3.2
Pennsylvania	5.5	5.5	5.1	6.7	5.5	4.9
<u>NORTH CENTRAL REGION</u>	27.3	25.5	27.5	25.5	25.9	24.6
<u>East North Central Division</u>	19.3	18.1	21.2	18.5	19.2	17.5
Ohio	5.3	5.1	5.4	5.1	5.4	4.4
Indiana	2.8	2.5	2.8	3.1	2.8	2.3
Illinois	4.6	4.3	5.4	4.2	4.5	4.7
Michigan	4.5	4.0	5.1	3.8	4.3	4.0
Wisconsin	2.1	2.2	2.5	2.3	2.2	2.0
<u>West North Central Division</u>	8.0	7.4	6.3	7.0	6.7	7.1
Minnesota	1.8	1.8	1.4	1.9	1.8	1.7
Iowa	1.5	1.2	1.4	1.5	1.4	1.1
Missouri	2.3	2.4	0.9	1.1	1.2	2.0
North Dakota	0.3	0.3	0.4	0.3	0.3	0.3
South Dakota	0.4	0.3	0.5	0.5	0.4	0.3
Nebraska	0.8	0.6	1.0	0.9	0.8	0.6
Kansas	0.9	0.8	0.7	0.8	0.8	1.0
<u>SOUTH REGION</u>	36.8	34.4	30.6	35.6	35.2	35.1
<u>South Atlantic Division</u>	18.6	17.3	15.5	18.0	17.7	17.2
Delaware	0.3	0.3	0.3	0.3	0.3	0.3
Maryland	1.8	1.6	1.8	1.8	1.8	2.0
D.C.	0.3	0.1	0.2	0.2	0.2	0.2
Virginia	2.5	2.0	1.9	2.7	2.3	2.6
West Virginia	1.2	0.8	1.0	1.3	1.1	0.8
North Carolina	2.9	2.8	2.2	2.5	2.7	2.8
South Carolina	1.6	1.9	1.2	1.6	1.6	1.5
Georgia	3.1	2.7	2.0	2.4	2.7	2.7
Florida	4.9	5.1	4.9	5.2	5.0	4.3

TABLE II-4 (CONTINUED)

CENSUS REGION CENSUS DIVISION STATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	1986 18-21 YEAR OLD POPULATION
<u>East South Central Division</u>	6.8	7.0	5.4	6.6	6.7	6.6
Kentucky	1.8	1.4	1.5	1.5	1.6	1.6
Tennessee	1.8	2.3	1.6	2.1	2.0	2.0
Alabama	1.9	2.1	1.4	1.9	1.9	1.7
Mississippi	1.3	1.2	0.9	1.1	1.2	1.2
<u>West South Central Division</u>	11.4	10.1	9.7	11.0	10.8	11.2
Arkansas	1.3	1.3	0.8	1.2	1.2	1.0
Louisiana	2.1	1.7	1.7	1.9	1.9	2.0
Oklahoma	1.3	1.2	1.2	1.4	1.3	1.3
Texas	6.7	5.9	6.0	6.5	6.4	6.9
<u>WEST REGION</u>	17.9	19.7	20.8	18.5	18.8	19.4
<u>Mountain Division</u>	5.6	6.1	6.1	6.1	5.9	5.3
Montana	0.5	0.6	0.3	0.6	0.5	0.3
Idaho	0.5	0.5	0.6	0.6	0.6	0.4
Wyoming	0.3	0.3	0.3	0.2	0.3	0.2
Colorado	1.4	1.5	1.5	1.6	1.5	1.3
New Mexico	0.7	0.7	0.8	0.8	0.7	0.6
Arizona	1.4	1.5	1.9	1.3	1.5	1.4
Utah	0.4	0.5	0.3	0.6	0.4	0.7
Nevada	0.4	0.5	0.4	0.4	0.4	0.4
<u>Pacific Division</u>	12.3	13.6	14.7	12.4	12.9	14.1
Washington	2.0	2.2	1.9	2.1	2.0	1.8
Oregon	1.5	1.5	1.2	1.2	1.4	1.0
California	8.2	9.5	11.2	8.4	8.9	10.6
Alaska	0.2	0.1	0.2	0.1	0.2	0.2
Hawaii	0.4	0.3	0.2	0.6	0.4	0.5
<u>UNITED STATES SUBTOTAL</u>	98.6	98.6	98.4	98.4	97.6	N/A
<u>TERRITORIES AND POSSESSIONS</u> (American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1.3	0.5	0.2	0.4	0.7	N/A
<u>UNKNOWN</u>	0.2	0.5	0.2	0.2	0.3	0.0

^a Source: DMDC.

EDUCATION AND APTITUDE

In 1970, as the President's Commission on an All-Volunteer Force (the Gates Commission) observed, some people were concerned that a voluntary force would "be less effective because not enough highly qualified youth will be likely to enlist and pursue military careers."¹ Proponents of the draft have had serious reservations regarding the military's ability to attract highly qualified recruits on a strictly voluntary basis. The educational and aptitude distributions of the draft-era force were at first accepted as the criteria of recruiting success under the all-volunteer system, mainly because the draft offered a visible reference point and, many believed, any new method of recruiting had to prove it could *at least* duplicate draft-era quality. Eventually, the national representation of military-age youth became the primary standard against which to assess recruit attributes.

Expressions of concern over the quality of the enlisted force were probably greatest in the late 1970s. A combination of events and policies during this period made the military's recruiting effort relatively more difficult. Coincidentally, Defense Department officials discovered an error in the calibration, or scoring method, of the enlistment test. The calibration error resulted in the enlistment of far more low-scoring applicants than would otherwise have qualified on the basis of their "correct" aptitude test scores. Thus, a high proportion of new enlistees were of below average aptitude.

The test currently used by the Military Services to determine the enlistment eligibility of applicants is the Armed Services Vocational Aptitude Battery (ASVAB). Individuals who score high on the ASVAB are more likely to be successful in basic military training and job skill training than are their lower-scoring peers. The ASVAB

¹ President's Commission on an All-Volunteer Force, The Report of the President's Commission on an All-Volunteer Force (New York: The MacMillan Company, 1970), p. 18.

has been empirically validated as a predictor of how well individuals will perform in the various training courses. ASVAB scores are also used to assign qualified applicants to military jobs.

The ASVAB is used to determine qualifications for a large number of skill training courses. It consists of 10 subtests which measure a variety of abilities: arithmetic reasoning, numerical operations, mathematical knowledge, word knowledge, paragraph comprehension, coding speed, general science, mechanical comprehension, electronics information, and automotive-shop information. Four of the subtests (arithmetic reasoning, numerical operations, word knowledge, and paragraph comprehension) are combined to produce the Armed Forces Qualification Test (AFQT) composite. Thus, AFQT scores, supplemented by educational criteria, are used in assessing whether an applicant is eligible to enlist, while scores on the aptitude composites determine eligibility to enter specific military jobs.

EDUCATION

A high school diploma is currently considered one of the best predictors for success in the military. In particular, it denotes tenacity and the ability to meet challenges and achieve goals, qualities that are highly desirable for a successful initial term of service. A high school diploma holder has about an 80-percent likelihood of completing the initial tour of service, whereas for the non-high school graduate, the probability is 60 percent.² The percentage of accessions with high school diplomas has increased from 68 percent in FY 1980 to 92 percent in FY 1986, a particularly impressive statistic when compared with the civilian peer group, which has averaged,

² Dr. David J. Armor, Principal Deputy Assistant Secretary of Defense (Force Management and Personnel), "Recruiting and Retention", presented during the 24 March 1987 hearings before the Subcommittee on Manpower and Personnel, Senate Committee on Armed Services.

nationally, approximately 67 percent since 1980.³ Actual FY 1986 high school graduates, by state, are presented in Appendix Table A-1.

Table II-5 presents a comparison of high school diploma graduates and of AFQT Categories I-III as a percentage of NPS accessions and of the youth population, since FY 1980, by Service. This table demonstrates the substantial increases over the past six years in recruiting non-prior service members with higher educational attainment and AFQT scores. The proportion of accessions scoring in Categories I-III increased dramatically from 65 percent in FY 1980 to 96 percent in FY 1986. AFQT categories are discussed further in the following section.

TABLE II-5
QUALITY INDICATORS OF NON-PRIOR SERVICE ACCESSIONS,
FISCAL YEARS 1980 - 1986

**HIGH SCHOOL DIPLOMA GRADUATES AS A
PERCENTAGE OF TOTAL NPS ACCESSIONS AND OF THE YOUTH POPULATION**

SERVICE	FY 1980	FY 1981	FY 1982	FY 1983	FY 1984	FY 1985	FY 1986
ARMY	54	80	86	88	91	91	91
NAVY	75	76	79	91	93	89	85
MARINE CORPS	78	80	85	92	95	97	98
AIR FORCE	83	88	94	98	99	99	99
TOTAL DOD	68	81	86	91	93	93	92
YOUTH POPULATION ^a	67	67	67	68	68	68	67

^a Civilian youth population age 18. Bureau of the Census, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

³ U.S. Department of Education, Center for Educational Statistics, Common Core of Data survey, October 1986.

TABLE II-5 (CONTINUED)

**AFQT CATEGORIES I THRU III AS A
PERCENTAGE OF TOTAL NPS ACCESSIONS AND OF THE YOUTH POPULATION**

SERVICE	FY 1980	FY 1981	FY 1982	FY 1983	FY 1984	FY 1985	FY 1986
ARMY	44	65	78	85	87	91	96
NAVY	80	86	88	90	89	90	90
MARINE CORPS	69	84	89	91	93	96	99
AIR FORCE	87	90	92	97	98	99	99
TOTAL DOD	65	79	85	89	90	93	96
1980 REFERENCE YOUTH POPULATION ^b	69	69	69	69	69	69	69

^b Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

Source: OASD (FM&P).

APTITUDE

Applicants are required to take the ASVAB to determine whether they are aptitudinally qualified to join the Armed Forces. The results of the ASVAB serve two purposes: to determine eligibility for enlistment and to qualify individuals for any of a large number of skill training courses.

The AFQT scores are grouped into five categories. Applicants who score in Categories I and II are considered "well above average" and "above average" for trainability; Category III represents "average" trainability; and persons who fall into Category IV are "below average." Individuals who fall into Category V are "well below average", and by law are disqualified from military service.

Table II-6 shows the percentile score ranges for AFQT categories and the distribution of FY 1986 NPS accessions and the youth population across categories. Those who score between the 10th and 30th percentiles are considered by the Services to require a longer period of training and to be less productive in highly technical jobs. There is a legally mandated 20 percent ceiling on the enlistment of applicants in Category IV.⁴ The same law requires that all Category IV persons must be high school graduates.

TABLE II-6

PERCENTAGE DISTRIBUTION OF AFQT CATEGORY RANGES FOR FY 1986 NPS ENLISTED ACCESSIONS COMPARED WITH 1980 CIVILIAN YOUTH POPULATION

AFQT CATEGORY	PERCENTILE SCORE RANGE ^a	TOTAL DOD NPS ACCESSIONS ^b	YOUTH POPULATION ^c
I	93-99	4%	8%
II	65-92	34	28
III	31-64	57	34
IV	10-30	4	21
V	1-9	0	9
Mean AFQT Score:		59	50
Percent Scoring AFQT 50 or Above:		64	50

^a Percentile ranges for AFQT scores are based on DoD Directive 1145.1, January 1986, Qualitative Distribution of Military Manpower. AFQT scores range from 01 to 99, with a mean of 50 and standard deviation of 20.

^b Percentages may not add to 100 due to rounding.

^c Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

⁴ Effective 1 October 1981, the number of non-prior service (NPS) enlistees who score at or above the tenth percentile and below the thirty-first percentile on the AFQT may not exceed 20 percent of the total number of NPS enlistments per Fiscal Year (10 USC 520 (a)). A person who is not a high school graduate may not be accepted for enlistment with an AFQT score below the thirty-first percentile (10 USC 520 (b)).

As a result of the publication of recent reports on the quality of American education,⁵ the Department of Defense has received numerous requests for aptitude test scores on enlisted accessions by state. Most of these requests were the result of the absence of standardized achievement test data (i.e., reading, English, or mathematics) from the various states, as well as the mistaken belief that enlistment test scores could somehow be used to evaluate or compare the educational effectiveness of different programs, schools, school systems, or states.

Table II-7 shows the percentage of high school diploma graduates (HSDG) and the mean AFQT scores among FY 1986 NPS accessions by state. AFQT composite scores are not appropriate measures for evaluating the quality of high school instruction by state because neither applicants nor accessions are representative of the states' youth populations; nor are military recruits necessarily representative of a state's high school graduates or even of their peer group. They are simply those individuals who have shown an interest in military service, and who have taken the ASVAB and have been accepted into military service. For this reason, care must be taken not to misinterpret ASVAB scores. Research indicates that test scores vary widely with geographic composition (rural versus urban, proportion of high school graduates, minority representation, etc.). Thus, unless two states have demographically identical applicant pools (it is not likely that they would), it cannot be assumed that comparable aptitude scores would exist between them.

Furthermore, aptitude tests, such as the AFQT, are used primarily to predict what a person can accomplish with training ("potential"), whereas achievement tests, for

⁵ For example, U.S. Department of Education, A Nation at Risk: The Imperative for Education Reform (Washington, D.C.: National Commission on Excellence in Education, April 1983); and U.S. Department of Education, Meeting the Challenge: Recent Efforts to Improve Education Across the Nation (Washington, D.C.: Government Printing Office, November 1983).

TABLE II-7

**PERCENTAGE DISTRIBUTION OF HIGH SCHOOL DIPLOMA GRADUATES
(HSDG) AND MEAN AFQT PERCENTILE SCORES OF NPS ENLISTED ACCESSIONS
BY STATE, FY 1986**

CENSUS REGION CENSUS DIVISION STATE	PERCENT HSDG	MEAN AFQT
<u>NORTHEAST REGION</u>		
<u>New England Division</u>		
Maine	93.1	62.2
New Hampshire	87.9	64.4
Vermont	93.0	63.0
Massachusetts	93.0	58.9
Rhode Island	84.6	60.5
Connecticut	91.3	58.9
<u>Middle Atlantic Division</u>		
New York	89.3	59.3
New Jersey	91.8	57.7
Pennsylvania	94.3	59.3
<u>NORTH CENTRAL REGION</u>		
<u>East North Central Division</u>		
Ohio	94.1	59.1
Indiana	93.2	59.8
Illinois	91.1	58.7
Michigan	92.3	59.4
Wisconsin	91.1	63.2
<u>West North Central Division</u>		
Minnesota	91.0	63.8
Iowa	93.6	63.7
Missouri	90.2	59.8
North Dakota	94.1	66.2
South Dakota	93.9	62.5
Nebraska	95.3	62.3
Kansas	90.8	61.5
<u>SOUTH REGION</u>		
<u>South Atlantic Division</u>		
Delaware	91.7	59.8
Maryland	93.0	58.9
D.C.	94.7	50.7
Virginia	92.3	59.0
West Virginia	94.2	57.5
North Carolina	94.1	66.2
South Carolina	93.3	54.2
Georgia	94.2	55.6
Florida	89.8	60.9

TABLE II-7 (CONTINUED)

CENSUS REGION CENSUS DIVISION STATE	PERCENT HSDG	MEAN AFQT
<u>East South Central Division</u>		
Kentucky	92.4	58.4
Tennessee	90.1	57.5
Alabama	93.3	54.9
Mississippi	92.5	53.2
<u>West South Central Division</u>		
Arkansas	91.7	56.2
Louisiana	94.9	56.2
Oklahoma	91.4	60.0
Texas	90.3	59.5
<u>WEST REGION</u>		
<u>Mountain Division</u>		
Montana	94.0	66.6
Idaho	91.3	63.3
Wyoming	90.1	63.0
Colorado	90.6	63.5
New Mexico	93.4	59.8
Arizona	88.4	62.9
Utah	94.2	61.6
Nevada	88.2	63.1
<u>Pacific Division</u>		
Washington	91.6	64.4
Oregon	90.4	63.8
California	90.4	59.4
Alaska	89.5	64.3
Hawaii	97.4	54.6
<u>TERRITORIES AND POSSESSIONS</u>	98.6	45.4
(American Samoa, Canal Zone, Guam, Puerto Rico, Virgin Islands)		

Source: DMDC.

the most part, measure what a person can do at the present time. Aptitude tests are designed to reveal an individual's innate intellectual abilities, interests, and experiences in a wide variety of activities, as influenced by education and training. Achievement tests are designed to measure skill and knowledge accomplishment in specific subject

areas. Therefore, it is inappropriate to use the AFQT results to evaluate or compare educational effectiveness between or within states or regions.

Table II-8 compares AFQT distributions by individual Services and DoD total accessions for FY 1985 and 1986, with the civilian youth population in 1980. The proportion of NPS accessions scoring in Categories I-III in FY 1986 exceeds that of the civilian population by 25 percentage points, compared with 23 percentage points in FY 1985. The data in this table emphasize the high quality of new accessions, despite a diminishing applicant pool from which to draw.

TABLE II-8
COMPARISON OF AFQT CATEGORY PERCENTAGE DISTRIBUTIONS OF
FY 1985 AND FY 1986 NPS ACCESSIONS WITH 1980 CIVILIAN YOUTH
POPULATION

FISCAL YEAR	AFQT CATEGORY	ARMY ^a	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	CIVILIAN YOUTH ^b
1985	I	4	4	3	6	4	8
	II	33	35	29	39	34	28
	III	55	52	64	55	55	34
	IV	9	10	4	1	7	21
	V	0	0	0	0	0	9

FISCAL YEAR	AFQT CATEGORY	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	CIVILIAN YOUTH
1986	I	4	4	3	5	4	8
	II	33	32	34	41	34	28
	III	59	54	63	54	57	34
	IV	4	10	0	0	4	21
	V	0	0	0	0	0	9

^a Columns may not sum to 100% due to rounding.

^b Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

Source for military data: OASD (FM&P).

LITERACY

Reading grade levels may be derived from ASVAB scores by converting ASVAB General Composite scores to comparable scores on the Adult Basic Learning Examination (ABLE). The ASVAB General Composite combines the results of the subtests covering paragraph comprehension, word knowledge, and arithmetic reasoning.

As is illustrated in Table II-9, with the exception of the Air Force, there is little variation between the reading levels of the Services in FY 1986. Since FY 1982 reading grade levels of recruits have been typically much higher than those of the civilian youth population.

TABLE II-9

COMPARISON OF MEAN READING GRADE LEVEL OF NPS ACCESSIONS WITH
1980 CIVILIAN YOUTH POPULATION, FISCAL YEARS 1981-1986

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION 1980 ^b
1981	9.2	10.0	9.9	10.4	9.8	9.4
1982	9.6	10.0	9.9	10.3	9.9	9.4
1983	9.9	10.2	10.0	10.6	10.1	9.4
1984	9.9	10.2	10.0	10.7	10.1	9.4
1985	10.2	10.2	10.0	10.7	10.2	9.4
1986	10.2	10.1	10.2	10.6	10.2	9.4

Source: DMDC.

^a Reading grade levels were estimated using conversion tables for ASVAB General composite scores to Adult Basic Learning Examination (ABLE) reading test scores.

^b Reference population is based on the testing of a nationally representative sample of young people, ages 18 to 23. Additional detail can be found in Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery, Department of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), March 1982.

Definitions of literacy continue to be refined. Many tenth grade students, for example, do not read at a tenth grade level, thereby rendering invalid a commonly accepted ruler for literacy, which is completion of given grade levels. The National Assessment of Educational Progress (NAEP) recently completed a literacy study in an attempt to update the reading ability scale by applying more realistic measurement.¹ This study examined the performance of young adults ages 21 to 25 on understanding prose, quantitative information and document measures. The prose literacy portion ranged in difficulty from ability to read a simple newspaper, increasing to comprehending an appliance warranty and more sophisticated newspaper articles (such as editorials), and to orally describing a benefits program. The quantitative literacy difficulty range began with handling a conceptual bank deposit, proceeded through balancing a checkbook, reading a menu or making change, and culminated with facility at using unit pricing. Document literacy measures ranged in difficulty from comprehension of expiration date to understanding complex directions on a bus schedule. Table II-10 presents some of the findings of that study.

TABLE II-10

**PERCENTAGE OF YOUNG ADULTS AT OR ABOVE AVERAGE READING SKILLS
OF SELECTED GRADES**

Reading Level	Level of Education				
	Total	0-8 Yrs.	9-12 No Diploma	H.S. Diploma and/or More	Postsec. Degree
GRADE 11	61.5	15.1	27.4	55.9	83.3
GRADE 8	79.8	37.0	53.6	77.9	95.6
GRADE 4	94.0	73.3	76.1	94.7	99.6

Source: National Assessment of Educational Progress.

¹ "Literacy: Profiles of America's Young Adults", NAEP, Education USA, September 29, 1986, pg. 35.

It is interesting to note that there are strong similarities between the "High School Diploma and/or More" participants and the NPS accessions' reading grade levels depicted in Table II-9.

DEMOGRAPHIC-RELATED CHARACTERISTICS

GENDER

The role of women in the military has changed greatly and is always a subject of interest. Attuned to the changes in the broader society, the Services have restructured many of the roles for women within the military. In 1967, Congress removed the two-percent ceiling on females in the military. However, it was not until the 1970s that major increases occurred. The number of military women has continued to steadily increase, constrained only by the laws governing the assignment of female personnel to billets with combat designations. Despite these constraints, opportunities for women in the Armed Services have been greatly expanded.

Women comprised about 12.2 percent of NPS accessions in FY 1986, ranging from 6.2 percent for the Marine Corps to 18.4 percent for the Air Force. Historical trend data are presented in Table II-11 for the period between FY 1977 and FY 1986. The proportion of female accessions peaked in 1979-80, especially in the Air Force, where the figure reached an all-time high of 19.6 percent in 1979. During that period the Services experienced a relatively more difficult recruiting market and recruited more women to overcome potential shortages.

As there are relatively fewer military service positions for women, the Services can be more selective in terms of women's aptitude and educational requirements. Nearly all of the women, 98.9 percent, who enlisted in FY 1986 were high school graduates, compared with 90.8 percent of the men (shown in Table II-12).

TABLE II-11

**WOMEN AS A PERCENTAGE OF NPS ACCESSIONS, BY SERVICE,
FISCAL YEARS 1977-1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
1977	8.8	4.7	3.4	13.6	8.0
1978	14.1	7.1	5.8	18.3	12.2
1979	13.4	11.2	5.5	19.6	13.1
1980	14.1	12.2	5.4	18.8	13.6
1981	15.5	10.8	5.5	14.0	12.6
1982	12.5	10.2	5.8	12.7	11.2
1983	12.5	11.4	5.5	14.6	11.8
1984	13.1	10.5	5.5	14.7	11.8
1985	13.0	11.8	6.4	16.9	12.8
1986	12.1	10.3	6.2	18.4	12.2

Source: DMDC.

TABLE II-12

**HIGH SCHOOL GRADUATES AS A PERCENTAGE OF FY 1986 NPS
ACCESSIONS, BY GENDER, RACE/ETHNIC CATEGORY, AND SERVICE**

RACE/ETHNIC CATEGORY	GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
WHITE	Male	87.7	83.0	97.1	98.9	89.7
	Female	99.9	96.3	99.7	98.6	98.7
	Total	89.0	84.2	97.3	98.9	90.7
BLACK	Male	95.1	91.5	98.5	99.4	95.2
	Female	100.0	98.3	100.0	99.3	99.5
	Total	95.9	92.5	98.6	99.4	95.9
HISPANIC	Male	92.7	77.7	98.0	99.0	88.4
	Female	100.0	94.1	100.0	98.2	97.3
	Total	93.4	79.5	98.1	98.9	89.3
OTHER RACES	Male	92.6	90.2	96.8	99.6	93.8
	Female	99.5	98.9	100.0	99.8	99.5
	Total	93.5	91.0	97.0	99.6	94.5
TOTAL RACES	Male	89.7	84.4	97.4	99.0	90.8
	Female	100.0	96.8	99.9	98.8	98.9
	Total	90.9	85.6	97.6	99.0	91.8

Source: DMDC.

RACE

In FY 1986, minorities (including both racial and ethnic groups) constituted almost 27 percent of the NPS accessions. Table II-13 provides minority percentages for FY 1980 through FY 1986. Since 1983, there has been an increase each year, with an overall increase of 1.1 percent in minority accessions between FY 1985 and FY 1986.

Note that there has been little variation since 1983 in the levels of minority accessions among the four Services. The Army participation percentage is slightly higher, at 29.8 percent, than the overall DoD percentage of 26.9 percent, and the Air Force is lowest at 21.8 percent. When the overall DoD data are compared with the civilian youth population, however, a different picture emerges. There is a considerably higher ratio of minorities in the Armed Forces than in the resident civilian youth population of the United States.

TABLE II-13

**MINORITIES AS A PERCENTAGE OF NPS ACCESSIONS,
BY SERVICE, COMPARED WITH THE U.S. POPULATION (18-21 YEARS)
FISCAL YEARS 1980 - 1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DO D	CIVILIAN YOUTH POPULATION AGES 18-21 ^a
1980	46.2	25.4	35.5	24.5	35.5	15.8
1981	41.9	22.8	28.4	22.4	30.2	16.1
1982	31.7	19.6	24.2	20.3	25.1	16.5
1983	28.3	21.7	23.3	18.9	24.2	16.8
1984	29.3	23.7	24.7	18.2	25.1	17.3
1985	29.4	24.1	26.1	20.9	25.8	17.6
1986	29.8	26.6	26.6	21.8	26.9	17.8

^a Civilian resident youth population based on July 1 of each year. Source: Current Population Reports, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000, Bureau of the Census.

Source for military data: DMDC.

The minority composition of the Services' accessions by gender is presented in Table II-14. This table shows that a higher percentage of minority females than minority males was accessed. A contributing factor for this difference is suggested when one examines the overall labor force participation statistics for minority women.² Approximately 48 percent of the minority civilian work force between the ages of 18 and 24 are women, and only 39 percent of the total minority female population between the ages of 18 and 24 are employed in the civilian population. This leaves approximately 61 percent not in the current work force. The military, then, may offer an attractive option to such individuals, provided they meet the criteria for entering the service.

TABLE II-14

MINORITIES AS A PERCENTAGE OF U.S. POPULATION (18-21 YEARS)
AND OF NPS ACCESSIONS, BY GENDER AND SERVICE, FY 1986

GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION AGES 18-21 ^a
MALE	28.5	25.8	26.3	21.0	26.0	17.6
FEMALE	39.1	34.2	31.7	25.5	33.4	18.1

^a Civilian resident youth population based on July 1 of each year. Source: U.S. Bureau of the Census, Current Population Reports, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000.

Source: DMDC.

While these figures may cause critics to charge that there is overrepresentation of minorities in the military or that the Services may become employers of last resort, there is another perspective to consider. A major reason for this increase was that a higher proportion of minorities are now qualified for service. Other reasons for increased black

² Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 4.

participation include the higher unemployment rate among young blacks, and the perception that the military provides fairer and better opportunities for blacks and other minorities than do many civilian institutions. The Armed Forces must build and maintain a quality force, as capable of accomplishing the necessary tasks in peacetime as it would be during times of conflict. All persons entering military service meet entry standards, and Service members completing training are able to perform the jobs to which they are assigned. Therefore, for the Services, race and ethnicity are not a major concern so long as proportionate participation of any particular group does not become weighted sufficiently so as to distance the military from the society it protects.

Table II-15 shows the percentage distribution of accessions by major race/ethnic categories of black, Hispanic, and other minorities compared with the civilian population ages 18 through 21, while Table II-16 presents the historical trend of black representation within the Armed Forces between FY 1980 and 1986. (For U.S. census data, as of January 1986, Hispanics are considered an ethnic group, not a race. This will affect data as this group will now be counted as either white or black.) The percentage of recruits who are minorities is about 26.9 percent, an increase from 25.8 percent in FY 1985. This can be contrasted with the civilian youth minority population, which is approximately 17.8 percent of the total 18 to 21 year old population.

AGE AND MARITAL STATUS

Table II-17 presents the median age of FY 1986 recruits by gender and Service. The median age for FY 1986 accessions was 19.9, up from 19.4 years of age in FY 1985. Female accessions tend to be older, though usually not by more than one year.

The percentage of male NPS accessions who are married (9.8) is considerably less than the corresponding percentage for the male civilian population (16.6), as seen in

TABLE II-15

**MINORITIES AS A PERCENTAGE OF NPS ENLISTED ACCESSIONS
BY RACE/ETHNIC CATEGORY, FY 1986^a**

SERVICE	BLACK (NON-HISPANIC)	HISPANIC	OTHER MINORITIES^b	TOTAL MINORITIES
ARMY	22.4	3.9	3.5	29.8
NAVY	17.3	5.8	3.6	26.6
MARINE CORPS	17.1	4.8	4.8	26.6
AIR FORCE	16.1	2.4	3.3	21.8
TOTAL DOD	19.1	4.2	3.6	26.9
CIVILIAN POPULATION ^c (AGES 18-21)	14.7	--	2.9	17.8

^a This table defines minority by race/ethnic groups, rather than solely by race.

^b Other minorities include Eskimo, Aleut, Native American Indian, Asian, and Pacific Islander.

^c Source: U.S. Bureau of the Census, Current Population Reports, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000. As of January 1986, data for persons of Hispanic origin have been revised to reflect new population estimates. Hispanics are included in both the white and the black population groups.

Source for military data: DMDC.

TABLE II-16

**BLACKS^a AS A PERCENTAGE OF TOTAL NPS ACCESSIONS AND
THE U.S. POPULATION (18 TO 21 YEARS), BY SERVICE,
FISCAL YEARS 1980-1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION AGES 18-21^b
1980	29.9	13.4	23.3	15.0	22.1	13.5
1981	27.3	12.5	17.7	14.1	18.9	13.6
1982	24.6	13.4	17.5	15.5	18.8	13.8
1983	22.0	14.1	17.1	14.2	17.9	14.1
1984	22.6	14.8	17.5	13.6	18.3	14.4
1985	22.5	15.4	18.5	15.5	18.6	14.5
1986	22.4	17.3	17.1	16.1	19.1	14.7

^a Data do not include black Hispanics.

^b Source: U.S. Bureau of the Census, Current Population Reports, Population Estimates and Projections, Estimates of the Population of the United States, by Age, Sex, and Race: 1980 to 1986, Series P-25, No. 1000.

Source for military data: DMDC.

TABLE II-17
MEDIAN AGE FOR NPS ACCESSIONS,
BY GENDER AND SERVICE, FY 1986

GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
MALE	19.9	19.8	19.0	19.7	19.8
FEMALE	21.0	20.7	19.4	20.0	20.5
TOTAL	20.1	19.9	19.1	19.8	19.9

Source: DMDC.

Table II-18. The percentage of young civilian females who are married (28.6), is more than twice the rate for female NPS accessions (11.6 percent). Marital status for both men and women varies significantly across the Services. The combined married percentage for men and women is lowest for the Marine Corps (4.3 percent) and highest for the Army (13.0 percent).

TABLE II-18
PERCENTAGE OF MARRIED FY 1986 NPS ACCESSIONS
BY GENDER AND SERVICE, COMPARED WITH 18 TO 24 YEAR OLD CIVILIANS

GENDER	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD	CIVILIAN YOUTH POPULATION^a
MALE	12.6	6.3	4.2	12.5	9.8	16.6
FEMALE	16.4	7.8	4.9	9.5	11.6	28.6
TOTAL	13.0	6.5	4.3	12.0	10.0	22.7

^a Source: U.S. Bureau of the Census.

Source for military data: DMDC.

SUMMARY OF FINDINGS

The study of population representation among FY 1986 applicants and recruits reveals the following:

1. There were approximately 722,000 applicants for enlistment from the 50 states in FY 1986, compared with 696,000 in FY 1985.
2. Forty-three percent of the applicants enlisted.
3. The distribution of NPS accessions across the 50 states is similar to that of the civilian youth population 18 to 21 years of age. The North Central region is slightly overrepresented in the Services relative to the civilian youth population.
4. The proportion of new recruits who are high school diploma graduates greatly exceeds the rate in the civilian youth population. About 92 percent of the NPS accessions had earned a diploma, compared with an average of 67 percent for the civilian peer group since 1980.
5. New recruits scored significantly higher on the Armed Services Vocational Aptitude Battery than did a nationally representative sample of young people 18 to 23 years of age in 1980.
6. Women comprised about 12 percent of NPS accessions in FY 1986, with their lowest proportion in the Marine Corps (6.2 percent) and their highest in the Air Force (18.4 percent).
7. About 27 percent of new recruits were minorities (excluding non-black Hispanics). The minority figure for 18 to 21 year olds in the civilian population is approximately 18 percent.

8. The median age of new recruits in FY 1986 was 19.9 years, up slightly from FY 1985's 19.4 years.
9. The percentage of male NPS accessions who were married (9.8) is considerably less than the figure for the male civilian population 18 to 24 years of age (16.6). Proportionately more female accessions were married than male accessions (11.6 percent vs 9.8 percent). However, 28.6 percent of 18 to 24 year old civilian females were married, a figure more than twice that of female accessions (11.6 percent).

SECTION III

THE ACTIVE ENLISTED FORCE

INTRODUCTION

This section provides an examination of the total active enlisted force and, in doing so, creates a broad framework which may assist the reader in interpreting the discussion in Section II. Through the inspection of data presented in this section, additional insight will be gained in regard to the new recruits.

The enlisted force consists of recruits serving their first term of enlistment (which is usually defined as the first four years of service) and career members who are serving successive terms of enlistment. Of the 1.8 million members serving in the enlisted force in FY 1986, approximately 51 percent were first term enlistees and 49 percent were careerists.

For purposes of assessing the "representativeness" of the active forces, the appropriate nonmilitary comparison group used in this section is the civilian labor force. In addition, selected comparisons are made between new recruits and the total active enlisted force.

PERSONAL CHARACTERISTICS OF THE ENLISTED FORCE

EDUCATION AND APTITUDE

As of 1983, about 80 percent of the *employed* labor force, including both blue collar and white collar workers, had completed at least a high school education.¹ Among the total population 16 years and older, this figure is about 70 percent. Among members

¹ U.S. Bureau of Labor Statistics, Bulletin 2191. The civilian population baselines used here include persons ages 16 and 17. The presence of these age groups limits the strict comparability of such baselines to the enlisted force.

of the active enlisted force in FY 1986, 97 percent had at least a high school education (including both high school diploma graduates and those with General Educational Development certificates and other credentials), as seen in Table III-1. The data are shown separately for less than and more than four years of service. The high-school-equivalent-or-better figure ranges from 94 percent in the Navy up to 100 percent in the Air Force. The Army ranks first among the Services in terms of its percentage of enlisted college graduates, four percent, but the Air Force has the highest percentage of members with at least some college experience, nine percent.

Table III-1 reflects a higher concentration of members with college experience among those having more than four years of military service, as compared with those having served less than four years. This occurs in part because many active duty members attend college during their second and/or subsequent term(s) of service, and may also suggest that those members with college experience are more likely to remain for two or more terms than members without college experience.

Table III-2 presents the high school completion rates of the enlisted force and the civilian labor force for the past several years. Both groups exhibit an overall trend of increasing proportions of high school education, driven by the high percentage of today's young people who are completing secondary school. The older population tends to have less education, allowing the younger population to significantly influence the overall completion rate for the civilian labor force.

DEMOGRAPHIC-RELATED CHARACTERISTICS

Women constituted 10.0 percent of the active enlisted components in FY 1986, ranging from 5.2 percent in the Marine Corps to 12.3 percent in the Air Force, as seen in Table III-3. In Section II it was noted that women made up 12.2 percent of new recruits in FY 1986, varying from 6.2 percent in the Marine Corps to 18.4 percent in the

TABLE III-1

**PERCENTAGE DISTRIBUTION OF EDUCATIONAL ATTAINMENT FOR THE ACTIVE
ENLISTED FORCE, BY SERVICE AND YEARS OF SERVICE
FY 1986**

EDUCATIONAL ATTAINMENT	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL
<u>FOUR OR FEWER YEARS OF SERVICE</u>					
NHSDG ^a	4.4	4.2	1.8	0.1	3.1
GED	5.0	4.1	1.3	0.0	3.2
OTHER	0.9	0.1	8.0	0.0	1.3
HSDG TOTAL ^b	89.7	91.5	88.9	99.9	92.4
NO COLLEGE	85.3	88.2	87.2	95.2	88.5
1 YR COLLEGE	0.0	0.0	0.1	0.0	0.0
ASSOC. DEGREE	1.1	1.4	0.8	2.7	1.5
COLLEGE GRAD	3.3	1.9	0.8	2.0	2.3
<u>MORE THAN 4 YEARS SERVICE</u>					
NHSDG ^a	2.0	7.4	1.5	0.1	2.9
GED	14.7	7.7	11.6	0.1	8.0
OTHER	0.0	0.1	6.6	0.0	0.5
HSDG TOTAL ^b	83.3	84.8	80.3	99.9	88.6
NO COLLEGE	75.1	80.9	76.3	87.7	80.6
1 YR COLLEGE	0.1	0.5	0.5	0.0	0.2
ASSOC. DEGREE	3.3	1.8	2.0	8.4	4.3
COLLEGE GRAD	4.8	1.6	1.5	3.9	3.4
<u>TOTAL</u>					
NHSDG ^a	3.3	5.8	1.7	0.1	3.0
GED	9.4	5.9	5.2	0.1	5.5
OTHER	0.5	0.1	7.5	0.0	0.9
HSDG TOTAL ^b	86.8	88.3	85.7	99.9	90.4
NO COLLEGE	80.6	84.6	83.1	90.8	84.6
1 YR COLLEGE	0.1	0.3	0.3	0.0	0.1
ASSOC. DEGREE	2.1	1.6	1.3	6.0	2.9
COLLEGE GRAD	4.0	1.8	1.0	3.2	2.8

^a NHSDG is an abbreviation for non-high school diploma graduate.

^b HSDG is an abbreviation for high school diploma graduate.

Source: DMDC.

TABLE III-2

**HIGH SCHOOL GRADUATES^a AS A PERCENTAGE OF ACTIVE
ENLISTED FORCE, BY SERVICE, AND OF CIVILIAN LABOR FORCE
FISCAL YEARS 1973-1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL	CIVILIAN LABOR FORCE ^b
1973	71	85	67	90	80	68
1974	74	85	67	90	80	69
1975	79	85	69	93	83	71
1976	82	86	73	95	86	72
Transition Quarter	82	87	75	95	86	c
1977	83	87	79	97	87	73
1978	86	88	82	97	89	74
1979	86	88	84	98	89	75
1980	83	87	85	98	88	76
1981	86	88	87	98	90	77
1982	87	89	89	99	91	78
1983	93	91	94	99	94	80
1984	96	94	97	100	97	c
1985	96	94	98	100	97	c
1986	97	94	98	100	97	c

^a Includes those having state-certified General Educational Development certificates and other credentials.

^b Percentage of civilian labor force with a high school education or more in March of each year. Source for 1980-1985: U.S. Bureau of Labor Statistics, Handbook of Labor Statistics; Table 65 for 1980-1982; Bulletin 2191 for 1983.

^c Data not available.

Source for military data: DMDC.

Air Force. In all Services, women are more heavily represented among new recruits than in the overall enlisted force. By way of comparison, 44.5 percent of the civilian labor force in 1986 was female, as opposed to the 10.0 percent figure already mentioned for the DoD active enlisted force.² Table III-3 also shows that female participation in the active enlisted components has increased steadily over the past seven years.

² Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 3.

TABLE III-3

**WOMEN AS A PERCENTAGE OF THE ACTIVE ENLISTED FORCE,
BY SERVICE, FISCAL YEARS 1980 - 1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
1980	9.1	6.5	3.7	11.3	8.5
1981	9.6	7.3	4.1	11.5	8.9
1982	9.6	7.7	4.5	11.1	9.0
1983	9.9	8.2	4.7	11.3	9.3
1984	10.0	8.5	4.9	11.4	9.5
1985	10.2	9.0	5.1	11.8	9.8
1986	10.4	9.0	5.2	12.3	10.0

Source: DMDC.

Minorities constituted 29.4 percent of the active enlisted force in FY 1986, up slightly from the 1985 figure of 29.2 percent. The Navy had the lowest proportion of minorities (24.0 percent), while the Army had the highest (37.6), as seen in Table III-4. These percentages are significantly higher than those for NPS accessions in FY 1986, where minorities represented 26.9 percent of DoD-wide accessions, with a high of 29.8 percent in the Army. The higher percentages for the active force relative to recent accessions can be attributed to the fact that in previous years a greater proportion of minorities was recruited, and to the higher reenlistment rates of minority members.

The 1986 figure of 29.4 percent for minorities as a percentage of the enlisted force contrasts sharply with the 1986 percentage of minorities in the civilian labor force, which was reported to be 13.6 percent³. However, the Services have long been recognized as an excellent means of achieving upward mobility for minorities. It should come as no surprise, then, that there are proportionally more minorities in the Services than in the civilian labor force.

³ Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 3.

TABLE III-4

**MINORITIES^a AS A PERCENTAGE OF THE ACTIVE ENLISTED FORCE,
BY SERVICE, FISCAL YEARS 1973 - 1986**

FISCAL YEAR	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
1973	24.6	15.3	24.6	17.9	20.2
1974	28.4	16.5	26.2	19.0	22.4
1975	29.6	16.5	26.7	19.6	20.7
1976	31.3	16.6	25.9	19.9	24.0
Transition Quarter	35.5	17.5	26.7	20.0	25.2
1977	34.5	17.8	27.1	20.3	25.7
1978	37.7	18.6	29.0	20.8	27.4
1979	41.0	19.9	31.7	22.0	29.6
1980	41.3	20.6	30.8	23.7	30.3
1981	41.6	21.2	29.9	24.1	30.5
1982	40.9	21.6	28.9	24.5	30.3
1983	39.2	22.2	27.6	24.3	29.6
1984	38.2	22.6	27.0	24.2	29.2
1985	37.6	23.1	27.8	24.3	29.2
1986	37.6	24.0	28.7	24.3	29.4

^a Minorities include all enlistees who are not white, or are white and are categorized as being of Hispanic origin.

Source: DMDC.

The average age of the military enlisted force was approximately 25.3 years in FY 1986. The enlisted force is much younger than the civilian labor force, as seen in Table III-5. About half (48.3 percent) of the civilian force is 35 years of age and over, compared with only 10.6 percent of the enlisted force. This finding simply reflects the efforts of the Military Services to maintain a youthful and vigorous force.

Table III-6 confirms the fact that the percentage of military members who are married tends to increase with age, as it does for the civilian population. The table also displays a consistent pattern across the various age groups: marriage percentages are higher for males in the military than they are for civilian males. On the other hand, marriage percentages for female enlistees are somewhat lower than those for civilian women.

TABLE III-5
PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED FORCE
BY AGE AND SERVICE, FY 1986, COMPARED TO THE
CIVILIAN LABOR FORCE

AGE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD TOTAL ^a	CIVILIAN LABOR FORCE, 1986 ^b
16-19	23.1	20.4	30.0	14.9	20.8	6.7
20-24	36.0	38.1	41.8	36.9	37.4	13.1
25-34	30.9	31.2	22.9	34.5	31.2	29.4
35-44	9.4	9.6	5.0	13.2	10.0	23.1
45-54	0.6	0.8	0.3	0.5	0.6	15.1
55-64	c	c	c	c	c	10.1

^a Source for military data: DMDC.

^b Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 3.

^c Less than one tenth of one percent.

TABLE III-6
PERCENTAGE OF ACTIVE ENLISTED FORCE^a WHICH IS MARRIED,
BY AGE GROUP, GENDER, AND SERVICE, FY 1986,
COMPARED TO THE CIVILIAN POPULATION^b

AGE	ARMY		NAVY		MARINE CORPS		AIR FORCE		DOD		1986 CIVILIANS ^b	
	M	F	M	F	M	F	M	F	M	F	M	F
16-19	7.0	9.4	5.4	7.3	5.7	9.7	10.3	11.2	6.9	9.5	N/A	N/A
20-24	34.7	38.3	29.5	32.2	30.9	43.8	45.0	42.0	35.2	38.2	21.3	35.2
25-34	77.8	59.1	67.2	43.9	73.6	58.6	77.9	63.0	74.5	56.7	56.8	63.8
35-44	89.6	54.2	85.3	40.7	88.8	49.1	89.5	65.9	88.4	54.4	74.8	71.2
45-54	91.9	36.8	90.3	28.6	92.0	33.3	92.3	45.5	91.5	35.0	80.2	71.7
55-64	87.0	0.0	90.2	28.6	100.0	0.0	96.8	100.0	91.7	30.0	80.7	67.6

^a Source for military data: DMDC.

^b Source: U.S. Bureau of the Census.

ORGANIZATIONAL-RELATED CHARACTERISTICS OF THE ENLISTED FORCE

RANK

Enlisted personnel ranks are represented by the pay grades E-1 (lowest) through E-9 (highest). Table III-7 shows the percentage distribution of enlisted personnel by pay grade and Service in FY 1986. About one third of enlisted personnel were in pay grades E-1 through E-3. The percentage of the force in grades E-8 and E-9, by law, cannot exceed three percent (10 USC 517). Table III-8 shows the DoD-wide distribution of active duty enlisted personnel by pay grade from FY 1980 through 1986. No dramatic changes in the distribution are evident over time.

Tables III-9 and III-10 show female and minority representation, respectively, by pay grade. For each Service, the proportion of women serving in pay grades E-1 through E-5 is essentially the same as or higher than their overall proportion within that Service. The fact that women are underrepresented in pay grades E-6 through E-9 is due to a variety of causes: female enlistment in large numbers is a relatively recent occurrence, females have shown lower reenlistment rates, and promotion to higher pay grades is largely based upon time spent in service. Minorities are more heavily represented in the middle ranks, E-4 through E-6, than they are in the other ranks.

TABLE III-7

PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED PERSONNEL, BY PAY GRADE AND SERVICE, FY 1986

PAY GRADE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
E-1	8.6	8.1	7.2	4.6	7.2
E-2	7.1	8.5	11.6	7.7	8.1
E-3	14.3	17.0	31.1	18.5	17.8
E-4	28.1	21.2	19.3	23.2	24.1
E-5	17.9	20.2	13.8	23.1	19.6
E-6	13.2	15.6	8.7	12.0	13.1
E-7	7.8	6.5	5.3	7.9	7.2
E-8	2.3	2.0	2.2	2.0	2.1
E-9	0.7	0.9	0.8	1.0	0.8

Source: DMDC.

TABLE III-8

**PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED FORCE,
BY PAY GRADE, FISCAL YEARS 1980-1986**

FISCAL YEAR	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
1980	10.6	9.9	17.8	22.5	18.3	11.7	6.6	1.9	0.7
1981	9.3	8.8	19.4	22.9	18.5	11.8	6.7	1.9	0.7
1982	7.8	8.1	21.1	22.6	18.6	12.1	6.8	2.0	0.8
1983	7.6	7.9	20.9	22.5	19.1	12.3	6.8	2.1	0.8
1984	7.1	7.5	20.3	23.2	19.2	12.7	7.0	2.1	0.8
1985	7.0	7.7	18.4	24.3	19.5	13.0	7.2	2.1	0.8
1986	7.2	8.1	17.8	24.1	19.5	13.1	7.2	2.1	0.8

Source: DMDC.

TABLE III-9

**WOMEN AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL
IN EACH PAY GRADE, BY SERVICE, FY 1986**

PAY GRADE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
E-1	9.5	6.8	4.2	17.5	9.5
E-2	10.3	10.5	5.2	17.6	11.5
E-3	11.4	13.8	4.8	15.0	11.9
E-4	13.2	10.6	6.8	13.7	12.2
E-5	12.3	9.8	7.4	13.6	11.7
E-6	7.4	5.5	3.8	6.7	6.4
E-7	3.5	2.3	1.8	2.4	2.8
E-8	1.5	1.0	1.3	0.9	1.2
E-9	0.4	0.3	0.7	0.4	0.4
All Pay Grades	10.4	9.0	5.2	12.3	10.0

Source: DMDC.

OCCUPATION

Each of the Services has its own coding scheme for designating the specific occupations of its personnel. The Department of Defense has integrated the different schemes at various levels of aggregation into a single classification taxonomy⁴.

⁴ OASD (FM&P), Occupational Conversion Manual: Enlisted/Officer/Civilian, January 1987.

TABLE III-10

**MINORITIES AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL
IN EACH PAY GRADE, BY SERVICE, FY 1986**

PAY GRADE	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
E-1	30.2	28.3	29.8	19.1	27.7
E-2	28.5	25.3	28.5	21.4	25.8
E-3	30.7	27.9	27.4	21.5	26.9
E-4	37.3	22.9	27.4	25.4	30.0
E-5	47.3	22.1	33.3	26.8	32.7
E-6	45.6	23.8	31.0	27.3	33.1
E-7	33.5	21.0	26.9	23.3	26.9
E-8	31.4	15.7	21.3	20.5	23.6
E-9	36.8	12.5	22.9	16.9	21.8
All Pay Grades	37.6	24.0	28.7	24.3	29.4

Source: DMDC.

The distribution of enlisted personnel by occupational designation is presented in Table III-11 at the highest level of aggregation (referred to as a one-digit occupational category). "Electrical and Mechanical Equipment Repairers," at more than 20 percent DoD-wide, accounts for the largest occupational segment of the enlisted force. The proportion of personnel assigned to each occupational grouping varies significantly across the Services, depending on their respective missions. Little change has occurred in the occupational distribution of the enlisted force between FY 1980 and FY 1986, as seen in Table III-12.

Military jobs require individuals with differing levels of aptitude; therefore, average AFQT percentile scores of enlisted personnel vary significantly across occupational categories. This information is presented in Table III-13. The scores of Electronic Equipment Repairmen, Communications and Intelligence Specialists, Medical and Dental Specialists, and Other Technical and Allied Specialists, are above average for all enlisted occupational categories. These occupations may be considered to require relatively greater aptitude than other military occupations, although the requirements within an occupational area may vary across the Services.

TABLE III-11

**PERCENTAGE DISTRIBUTION OF ENLISTED PERSONNEL BY BROAD
OCCUPATIONAL CATEGORY AND SERVICE, FY 1986**

OCCUPATIONAL CATEGORY^a	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews, and Seamanship Specialists	24.6	4.7	22.8	5.2	14.2
1-Electronic Equipment Repairmen	5.1	13.4	6.7	11.5	9.2
2-Communications and Intelligence Specialists	12.7	9.8	7.4	5.8	9.5
3-Medical and Dental Specialists	5.6	5.8	b	4.5	4.8
4-Other Technical and Allied Specialists	2.6	0.8	2.2	3.6	2.3
5-Functional Support and Administration	16.0	9.9	15.4	22.3	16.0
6-Electrical/Mechanical Equipment Repairmen	15.1	25.7	18.0	23.8	20.6
7-Craftsmen	2.2	5.9	2.6	5.6	4.2
8-Service and Supply Handlers	11.2	5.0	13.9	9.3	9.3
9-Non-Occupational ^c	4.6	19.2	11.0	6.8	9.8

^a Based on the Department of Defense occupational classification system. One-digit codes precede the titles of the ten occupational categories shown here.

^b The Navy provides the Marine Corps with medical support.

^c Non-occupational includes patients, prisoners, officer candidates and students, persons serving in undesignated or special occupations, and persons who are not yet occupationally qualified (Service members who are in basic or occupational training).

Source: DMDC.

TABLE III-12

**PERCENTAGE DISTRIBUTION OF ACTIVE ENLISTED FORCE,
BY BROAD OCCUPATIONAL CATEGORY, FISCAL YEARS 1980 - 1986**

OCCUPATIONAL CATEGORIES^a	1980	1981	1982	1983	1984	1985	1986
0	13.8	13.9	13.9	14.0	14.2	14.5	14.2
1	8.8	8.7	9.1	9.4	9.5	9.5	9.2
2	8.2	8.8	8.9	9.2	9.8	9.5	9.5
3	4.4	4.6	4.6	4.7	4.8	4.8	4.8
4	2.1	2.3	2.3	2.3	2.4	2.4	2.3
5	15.3	16.2	15.9	16.0	15.7	15.8	16.0
6	19.8	20.2	20.4	20.5	19.6	20.1	20.6
7	4.0	4.1	4.1	4.0	4.1	4.2	4.2
8	8.8	9.4	9.3	9.2	9.4	9.4	9.3
9	14.4	11.5	11.3	10.7	9.7	9.8	9.8
UNKNOWN	0.4	0.3	0.2	0.0	0.8	0.0	0.1

^a See Table III-11 for names of occupational categories.

Source: DMDC.

Tables III-14 and III-15 show the percentages of women and minorities, respectively, in each occupational category. In FY 1986, 29.4 percent of the members of the enlisted force were minorities, and 10.0 percent were women. Both figures show an increase of 0.2 percent since FY 1985. Women are most heavily concentrated in Functional Support and Administration (23.2 percent) and Medical and Dental specialists (24.3 percent). Women are also heavily concentrated in these areas within the civilian sector. They constituted 80.4 percent of Administrative Support and 84.1 percent of

TABLE III-13

**AVERAGE AFQT PERCENTILE SCORES^a OF ENLISTED PERSONNEL,
BY SERVICE AND OCCUPATIONAL CATEGORY, FY 1986**

OCCUPATIONAL CATEGORY^b	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews, and Seamanship Specialists	51.9	53.8	53.1	58.1	53.1
1-Electronic Equipment Repairmen	62.7	74.0	74.3	75.9	72.4
2-Communications and Intelligence Specialists	58.4	62.7	59.6	69.1	61.4
3-Medical and Dental Specialists	58.2	61.0	a	65.1	60.9
4-Other Technical and Allied Specialists	58.2	70.5	63.6	66.1	63.1
5-Functional Support and Administration	51.4	57.4	58.5	58.6	55.7
6-Electrical/Mechanical Equipment Repairmen	50.5	61.0	57.3	56.9	56.6
7-Craftsmen	47.3	54.6	53.6	54.9	53.2
8-Service and Supply Handlers	49.7	44.2	50.6	56.2	50.8
9-Non-Occupational	59.8	53.3	62.1	64.9	57.5

^a AFQT scores range from 01 to 99, with a mean of 50 and standard deviation of 20.

^b The Navy provides the Marine Corps with medical support.

Source: DMDC.

Health Technicians in the 1986 employed civilian labor force, although they made up only 44.4 percent of employed civilian workers overall.⁵

⁵ Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Tables 3 and 22.

As shown in Table III-15, minorities had the greatest representation in the Functional Support and Administration, and Service and Supply Handlers categories (42.4 and 36.3 percent, respectively). This differs from the civilian sector as 27 percent of the employed minority population work in Administrative Support and 23 percent in Service Occupations.⁶ Minority Service members were assigned to the Electronic Equipment Repair, Electrical/Mechanical Equipment Repair, and Craftsmen categories, with figures of 16.3, 23.5 and 23.0 percent, respectively. These numbers are all relatively higher than the civilian sector representation of 14.0, 14.5 and 14.5 percent. The proportion of minorities in all military occupations is 29.4 percent.

⁶ Source: U.S. Bureau of Labor Statistics, Employment and Unemployment: A Report on 1986, Table 21.

TABLE III-14

**WOMEN AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL,
BY OCCUPATIONAL CATEGORY AND SERVICE, FY 1986**

OCCUPATIONAL CATEGORY	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews and Seamanship Specialists	0.4	2.4	0.0	1.8	0.7
1-Electronic Equipment Repairers	6.6	3.7	3.5	22.2	5.0
2-Communications and Intelligence Specialists	11.1	13.6	6.8	15.5	12.2
3-Medical and Dental Specialists	26.0	19.4	a	28.1	24.3
4-Other Technical and Allied Specialists	10.2	18.2	6.5	9.2	10.2
5-Functional Support and Administration	25.6	21.6	14.0	23.8	23.2
6-Electrical/Mechanical Equipment Repairers	5.0	3.3	2.6	4.6	3.5
7-Craftsmen	3.3	5.0	4.7	5.0	4.7
8-Service and Supply Handlers	11.5	7.7	6.2	14.3	10.4
9-Non-Occupational	14.2	11.3	6.1	16.6	12.2
All Occupations	10.5	9.0	5.2	12.3	10.0

^a The Navy provides the Marine Corps with medical support.

Source: DMDC.

TABLE III-15

**MINORITIES AS A PERCENTAGE OF ACTIVE ENLISTED PERSONNEL,
BY OCCUPATIONAL CATEGORY AND SERVICE, FY 1986**

OCCUPATIONAL CATEGORY	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
0-Infantry, Gun Crews and Seamanship Specialists	33.5	21.0	28.6	22.2	30.0
1-Electronic Equipment Repairers	30.5	11.7	13.9	13.9	16.3
2-Communications and Intelligence Specialists	35.9	21.9	27.4	21.0	28.9
3-Medical and Dental Specialists	42.3	30.4	a	29.1	35.1
4-Other Technical and Allied Specialists	29.6	13.6	23.8	20.1	25.9
5-Functional Support and Administration	54.8	34.6	38.0	34.9	42.4
6-Electrical/Mechanical Equipment Repairers	30.9	20.4	24.0	20.4	23.5
7-Craftsmen	31.5	15.8	32.6	24.6	23.0
8-Service and Supply Handlers	38.5	44.0	35.1	33.5	36.3
9-Non-Occupational	29.4	29.6	24.8	19.0	27.1
All Occupations	37.6	24.0	28.6	24.3	29.4

^a The Navy provides the Marine Corps with medical support.

Source: DMDC.

SUMMARY OF FINDINGS

The findings of Section III may be summarized as follows:

1. Of the 1.8 million members of the enlisted force in FY 1986, about 51 percent were first term enlistees and 49 percent were careerists.
2. Ninety-five percent of the active enlisted force were high school graduates (including GED certificate holders), compared with 80 percent in the civilian labor force.
3. Women constituted 10.0 percent of the active enlisted force, compared with 44.5 percent of the 1986 civilian labor force.
4. Racial/ethnic minorities constituted 29.4 percent of the active enlisted force, compared with 13.6 percent of the civilian labor force.
5. Only 10.6 percent of the enlisted force was 35 years of age or older, compared with 48.3 percent of the civilian labor force.
6. Mean AFQT scores vary considerably across occupational categories in the enlisted force, with the highest mean scores for Electronic Equipment Repairers (72.4) and the lowest for Service and Supply Handlers (50.8).

SECTION IV

CONCLUDING REMARKS

There are compelling reasons for seeking to achieve approximate population "representation" in the American military. However, as observed by the Defense Manpower Commission¹ and the President's Military Manpower Task Force,² the concept of "representation" has limited value as a realistic policy objective for the nation's peacetime force. Indeed, there are numerous practical problems in applying the concept. Some of the major problems are briefly addressed below.

REGULATING ENLISTMENTS

Under the present system of voluntary enlistments, the Military Services do *not* attempt to regulate directly the demographic characteristics of new recruits. Minimum standards for education, aptitude, physical condition, medical history, moral character, and other background factors are established so that the Services can take the most qualified volunteers each year. Highly qualified applicants are generally not turned away, and no preferential treatment is given to one applicant over another who is equally qualified for enlistment and job assignment. No effort is made to create a "representative" force, although enlistment standards do have differential effects on the service eligibility of persons from various demographic backgrounds.

The military is an "equal opportunity employer" of young men and women to the greatest extent possible under existing laws and defense requirements. However, the

¹ Defense Manpower Commission, Defense Manpower: Keystone of National Security, Report to the President and Congress (Washington, D.C.: Government Printing Office, April 1976).

² Military Manpower Task Force, A Report to the President on the Status and Prospects of the All-Volunteer Force, Revised Edition (Washington, D.C.: Government Printing Office, November 1982).

participation of women is regulated to some degree by Federal statutes which prohibit the participation of women in combat occupations.

MEASUREMENT DIFFICULTIES

The American military has never been statistically representative of the populace across all major demographic dimensions. The closest the military has ever come to representing the general population completely was during the massive mobilization of World War II; but even then, there were age limitations, the participation of women was restricted, and blacks were barred from serving on an equal basis with whites.

There is currently no clear consensus on which population groups or social categories should have proportional representation in the military. Some variables now identified by observers as important (such as race or ethnicity, socioeconomic status, gender, and geographic origin) were largely ignored only two or three decades ago, while other characteristics once included in descriptive studies (such as religion) are now virtually ignored.

Thus, the population categories selected in evaluating the military's "representativeness" change over time, influenced by political factors as well as social and institutional values. Moreover, there is a wide variety of characteristics that may be said to affect assessments of proportional participation goals. The variables, scales of measurement, and interpretations of recruiting results consequently differ from study to study, depending on individual principles, perceptions, values, and expectations. Identical statistical data on civilian and military populations have often given rise to contradictory conclusions in the literature and commentary on recruiting results over the past 13 years. At any given time, there will always be those who are not thoroughly pleased with the types of people who are serving in the military's rank and file.

THE "QUALITY" DILEMMA

Military needs have very little to do with "quality representation" -- that is, duplicating the educational levels, aptitude, physical fitness, and moral character of the general population. Nor do military needs necessarily relate to any other type of "representation." Efficiency, performance, trainability, discipline, motivation, leadership, and the like are the standards military managers use to evaluate force capability. There is no clearly established relationship between internal organizational capabilities and the cross-sectional participation of the national population. There are some who argue, in fact, that "quality representation" runs counter to the objectives of military effectiveness. Persons in the bottom range of aptitude and education, they say, should be disqualified; while persons at the very top levels might be dissatisfied and probably ineffective in many enlisted occupations.

The Military Services strive to recruit "the most of the best" young men and women available each year. In FY 1986, 92 percent of new enlistees held high school diplomas, well above the national average of 67 percent for the military-age population. While this recruiting result does not conform to the objective of "representation," most manpower analysts agree that it is beneficial to the Nation's defense.

DISTRIBUTING THE "BURDENS" OF MILITARY SERVICE

One of the major arguments on behalf of "representation" is that the burdens of military service should be borne equally and fairly across all segments of society, rich and poor, minority and majority alike. Ironically, in the mid-1960s this argument was presented from the opposite point of view -- that the benefits of military service should be distributed equitably. This philosophy was behind the creation of "Project 100,000," an accession program for young men (primarily the disadvantaged poor and minorities) who would otherwise have been disqualified from the draft or voluntary enlistment.

Equity-of-service perceptions are greatly influenced by assumptions about the ratio of benefits to burdens of military service. In today's all-volunteer system -- with opportunities for technical training, education, social development and mobility, job experience, personal fulfillment, and full-time employment at a much-improved wage -- military service is still described in negative terms by some and criticized for allowing certain population groups to carry more than their fair share of the burdens of national defense. There is little question that military service requires sacrifices on the part of those in uniform, but today's recruit accepts those sacrifices, voluntarily, as a necessary part of military life.

There is some question, then, whether the "burdens" of military service outweigh the "benefits" during peacetime. During a period of war, on the other hand, there is probably little disagreement over which prevails. Yet, if the Nation were to become involved in a protracted war, it is reasonable to assume that the younger population would be called to arms through a form of conscription that avoids the inequities of the past.

CREATING A "REPRESENTATIVE" MILITARY FORCE

As observed above, the Armed Services attempt to provide equal opportunity to applicants and personnel at all levels. Equal opportunity is a concept that relates to the individual (treating everyone alike): rights attach to the individual, and individual opportunity (as opposed to group opportunity) means that all people are judged solely on the basis of their personal qualifications. "Representation," conversely, classifies individuals according to groups and draws attention to group differences. Therefore, the application of policies to encourage "representation" may be at odds with the objective of providing equal opportunity.

Most analysts who have studied the military agree that the only certain method for creating a force truly "representative" of the qualified population is conscription. But such a draft could allow virtually no exemptions or deferments. It would have to provide a method for randomly selecting a portion of the eligible pool, or it would have to require that all serve in some capacity. In addition, it would have to place strong restrictions on voluntary enlistment (in all Military Services), so that the necessary balance of population groups could be maintained.

Whether or not the military should, in fact, be "representative" -- and, if so, to what degree (and what to do if it is not "representative") -- are questions that ultimately need to be answered by the Nation's citizens through their elected representatives in Congress. The American people, in public opinion surveys, have so far indicated that they are not generally concerned about the social composition of the current military.³ In the meantime, the Department of Defense and the Armed Services will continue to fill the military with the most highly qualified young volunteers that resources and recruiting conditions permit.

³ Davis, James A. and Sheatsly, Paul B. Americans View the Military: A 1984 Update. NORC Report No. 132 (Chicago, Illinois: National Opinion Research Center, University of Chicago, December 1985).

APPENDIX

TABLE A-1

**GRADUATES OF PUBLIC HIGH SCHOOLS FOR FY 1986, BY STATE,
COMPARED WITH 18 YEAR OLD POPULATION**

	<u>REPORTED GRADUATES^a</u>	<u>POPULATION, AGE 18^b</u>
<u>NORTHEAST REGION</u>	514733	747000
<u>New England Division</u>	129437	194000
Maine	13006	18000
New Hampshire	10739	16000
Vermont	5600	9000
Massachusetts	60728	89000
Rhode Island	8915	15000
Connecticut	30449	47000
<u>Middle Atlantic Division</u>	385296	553000
New York	162165	264000
New Jersey	78781	114000
Pennsylvania	144350	175000
<u>NORTH CENTRAL REGION</u>	674435	882000
<u>East North Central Division</u>	479598	629000
Ohio	120214	160000
Indiana	68799	84000
Illinois	114319	169000
Michigan	117926	144000
Wisconsin	58340	72000
<u>West North Central Division</u>	194837	253000
Minnesota	51988	62000
Iowa	34669	41000
Missouri	49204	73000
North Dakota	7674	10000
South Dakota	7870	10000
Nebraska	17845	23000
Kansas	25587	34000

^a Data provided by state Departments of Education.

^b U.S. Bureau of the Census, Population Estimates and Projections. Estimates of the Population of the United States, by Age, Sex and Race: 1980-1986. Series P-25, No. 1000. Based on actual 1986 graduation figures of 37 representative states.

TABLE A-1 (CONTINUED)

	<u>REPORTED GRADUATES</u>	<u>POPULATION, AGE 18</u>
<u>SOUTH REGION</u>	790079	1239000
<u>South Atlantic Division</u>	383825	603000
Delaware	5791	9000
Maryland	46700	69000
D.C.	3875	8000
Virginia	63113	88000
West Virginia	21870	29000
North Carolina	65865	99000
South Carolina	34500	53000
Georgia	59082	96000
Florida	83029	152000
<u>East South Central Division</u>	145997	233000
Kentucky	37762	57000
Tennessee	43480	71000
Alabama	39621	62000
Mississippi	25134	43000
<u>West South Central Division</u>	260257	403000
Arkansas	26227	36000
Louisiana	38428	71000
Oklahoma	34452	48000
Texas	161150	248000
<u>WEST REGION</u>	448126	685000
<u>Mountain Division</u>	131587	190000
Montana	9761	12000
Idaho	12059	15000
Wyoming	5587	7000
Colorado	32621	47000
New Mexico	15468	23000
Arizona	27533	48000
Utah	19774	26000
Nevada	8784	12000
<u>Pacific Division</u>	316539	495000
Washington	45805	64000
Oregon	26286	37000
California	229026	371000
Alaska	5464	8000
Hawaii	9958	15000
<u>U.S. TOTAL</u>	2427373	3553000

TABLE A-2

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: ARMY				EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹			
<u>NORTHEAST REGION</u>	16193	1016	2014	102	13061	7189	55%	44%	
<u>New England Division</u>	4275	186	487	32	3570	1867		52	44
Maine	895	40	88	3	764	346		45	39
New Hampshire	478	22	55	4	397	233		59	49
Vermont	311	10	34	2	265	154		58	50
Massachusetts	1377	65	143	18	1151	592		51	43
Rhode Island	264	14	24	0	226	116		51	44
Connecticut	950	35	143	5	767	426		56	45
<u>Middle Atlantic Division</u>	11918	830	1527	70	9491	5322		56	45
New York	5174	339	657	36	4142	2213		53	43
New Jersey	1988	197	247	16	1528	849		56	43
Pennsylvania	4756	294	623	18	3821	2260		59	48
<u>NORTH CENTRAL REGION</u>	26493	1658	3176	167	21491	11922	55	45	
<u>East North Central Division</u>	19226	1309	2342	113	15461	8498		55	44
Ohio	5548	362	749	35	4402	2683		61	48
Indiana	2389	167	307	16	1899	1087		57	45
Illinois	3849	354	427	29	3039	1557		51	40
Michigan	4906	347	521	22	4016	2038		51	42
Wisconsin	2534	79	338	11	2105	1133		54	45
<u>West North Central Division</u>	7267	349	834	54	6030	3424		57	47
Minnesota	1981	66	218	13	1684	945		56	48
Iowa	1436	77	159	15	1185	699		59	49
Missouri	2053	132	236	12	1673	873		52	43
North Dakota	250	14	31	2	203	131		65	52
South Dakota	313	6	47	2	258	180		70	57
Nebraska	540	22	55	2	461	297		64	55
Kansas	694	32	88	8	566	299		53	43

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-2 (CONTINUED)

SERVICE: ARMY EDUCATION: HIGH SCHOOL SENIORS								
TOTAL EXAMS	DISQUALIFIED			EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED		
	MENTAL	MEDICAL	OTHER					
SOUTH REGION	24571	1972	2892	162	19544	80%	11150	57%
South Atlantic Division	13808	1029	1614	82	11082	80	6315	45
Delaware	215	18	26	0	171	80	78	36
Maryland	1435	106	149	4	1176	82	630	44
D.C.	159	30	11	1	117	74	54	34
Virginia	2039	132	244	6	1657	81	849	42
West Virginia	1056	100	150	3	802	76	387	37
North Carolina	2206	199	281	16	1710	78	888	40
South Carolina	1102	112	81	8	901	82	476	43
Georgia	2022	140	238	14	1630	81	1091	54
Florida	3574	192	434	30	2918	82	1862	52
East South Central Division	4696	424	547	34	3691	79	2192	47
Kentucky	1276	94	165	6	1011	79	556	44
Tennessee	1313	89	187	9	1028	78	658	50
Alabama	1155	116	125	10	904	78	575	50
Mississippi	952	125	70	9	748	79	403	42
West South Central Division	6067	519	731	46	4771	79	2643	43
Arkansas	800	79	103	3	615	77	366	46
Louisiana	895	120	100	4	671	75	334	37
Oklahoma	569	44	91	1	433	76	233	41
Texas	3803	276	437	38	3052	80	1710	45
WEST REGION	13243	561	1693	105	10884	82	6602	49
Mountain Division	3649	141	445	19	3044	83	1834	42
Montana	319	7	65	2	245	77	177	55
Idaho	389	6	55	0	328	84	204	52
Wyoming	144	3	17	2	122	85	100	69
Colorado	982	32	114	7	829	84	512	52
New Mexico	393	26	39	1	327	83	177	45
Arizona	839	30	97	5	707	84	408	49
Utah	292	24	31	1	236	81	122	42
Nevada	291	13	27	1	250	86	134	46

TABLE A-2 (CONTINUED)

	SERVICE: ARMY		EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL MEDICAL OTHER	QUALIFIED	EXAMINEES, CONTRACTED			
<u>Pacific Division</u>	9594	420	1248	86	7840	82	4768
Washington	1581	33	222	7	1319	83	803
Oregon	1385	23	212	7	1143	83	685
California	6221	333	753	71	5064	81	3097
Alaska	128	5	11	1	111	87	64
Hawaii	279	26	50	0	203	73	119
<u>U.S. SUBTOTAL</u>	80500	5207	9775	536	64980	81	36863
<u>TERRITORIES AND POSSESSIONS</u>							
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	630	192	58	11	368	58	222
<u>UNKNOWN</u>	30	4	3	1	22	73	13
<u>TOTAL U.S. APPLICANTS</u>	81160	5403	9836	548	65370	81%	37098
							57%
							46%

SOURCE: DMDC.

TABLE A-3

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: ARMY				EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	CONTRACTED		
<u>NORTHEAST REGION</u>	28786	2626	4317	580	21263	74%	14104	66%	49%
<u>New England Division</u>									
Maine	5517	351	838	98	4230	77	2660	63	48
New Hampshire	942	47	158	7	730	77	456	62	48
Vermont	470	21	74	5	370	79	256	69	54
Massachusetts	324	20	55	5	244	75	186	76	57
Rhode Island	2041	133	272	52	1584	78	954	60	47
Connecticut	333	17	46	12	258	77	155	60	47
	1407	113	233	17	1044	74	653	63	46
<u>Middle Atlantic Division</u>									
New York	23269	2275	3479	482	17033	73	11444	67	49
New Jersey	10256	926	1526	238	7566	74	4949	65	48
Pennsylvania	3718	492	499	85	2642	71	1727	65	46
	9295	857	1454	159	6825	73	4768	70	51
<u>NORTH CENTRAL REGION</u>	45917	3789	6620	793	34715	76	23907	69	52
<u>East North Central Division</u>									
Ohio	32694	3000	4776	562	24356	74	16803	69	51
Indiana	8517	764	1322	142	6289	74	4346	69	51
Illinois	4503	386	651	90	3376	75	2375	70	53
Michigan	8700	1036	1210	190	6264	72	4194	67	48
Wisconsin	7644	661	1057	104	5822	76	4071	70	53
	3330	153	536	36	2605	78	1817	70	55
<u>West North Central Division</u>									
Minnesota	13223	789	1844	231	10359	78	7104	69	53
Iowa	2594	114	389	41	2050	79	1469	72	57
Missouri	2326	113	284	45	1884	81	1352	72	58
North Dakota	4271	365	605	81	3220	75	2075	64	49
South Dakota	505	18	81	4	402	80	264	66	52
Nebraska	631	25	76	10	520	82	336	65	53
Kansas	1325	67	170	27	1061	80	749	71	57
	1571	87	239	23	1222	78	859	70	55

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-3 (CONTINUED)

	SERVICE: ARMY				EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF	
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	CONTRACTED	QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
<u>SOUTH REGION</u>	72570	7306	8795	1180	55309	76%	34509	62%	48%
<u>South Atlantic Division</u>	34980	3581	4109	615	26695	76	16640	62	47
Delaware	498	49	54	7	388	78	231	60	46
Maryland	3928	505	480	66	2877	73	1677	58	43
D.C.	769	170	73	21	505	66	271	54	35
Virginia	4950	418	590	79	3883	78	2439	63	49
West Virginia	2146	209	265	27	1645	77	1080	66	50
North Carolina	6246	778	756	109	4603	74	2585	56	41
South Carolina	3080	395	238	53	2394	78	1375	57	45
Georgia	5169	409	566	94	4100	79	2824	69	55
Florida	8194	648	1087	159	6300	77	4158	66	51
<u>East South Central Division</u>	13726	1646	1688	221	10171	74	6381	63	46
Kentucky	3444	291	507	41	2605	76	1755	67	51
Tennessee	3438	334	459	49	2596	76	1850	71	48
Alabama	3737	509	435	70	2723	73	1645	60	44
Mississippi	3107	512	287	61	2247	72	1131	50	36
<u>West South Central Division</u>	23864	2079	2998	344	18443	77	11488	62	48
Arkansas	2373	260	298	30	1785	75	1185	66	50
Louisiana	5110	523	637	61	3889	76	2401	62	47
Oklahoma	2656	175	425	34	2022	76	1269	63	48
Texas	13725	1121	1638	219	10747	78	6633	62	48
<u>WEST REGION</u>	30679	1674	4207	597	24201	79	16387	67	53
<u>Mountain Division</u>	9882	430	1351	195	7906	80	5339	68	54
Montana	740	19	110	14	597	81	406	68	55
Idaho	790	17	130	15	628	79	470	75	59
Wyoming	462	8	61	10	383	83	329	86	71
Colorado	2355	101	322	43	1889	80	1298	69	55
New Mexico	1442	78	234	16	1114	77	738	66	51
Arizona	2573	124	329	55	2065	80	1321	64	51
Utah	861	50	96	28	687	80	398	58	46
Nevada	659	33	69	14	543	82	379	70	58

TABLE A-3 (CONTINUED)

SERVICE: ARMY EDUCATION: HIGH SCHOOL GRADUATE									
	TOTAL EXAMS	DISQUALIFIED			QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED	
		MENTAL	MEDICAL	OTHER					
<u>Pacific Division</u>	20797	1244	2856	402	16295	78%	11048	68%	53%
Washington	3101	104	474	49	2474	80	1724	70	56
Oregon	2196	51	403	21	1721	78	1250	73	57
California	14197	987	1748	321	11141	78	7486	67	53
Alaska	371	14	65	3	289	78	196	68	53
Hawaii	932	88	166	8	670	72	392	58	42
<u>U.S. SUBTOTAL</u>	177952	15395	23939	3150	135488	76	88907	66	50
<u>TERRITORIES AND POSSESSIONS</u>									
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	4703	1422	407	105	2768	59	1350	49	29
<u>UNKNOWN</u>	311	34	14	49	214	69	113	53	36
<u>TOTAL U.S. APPLICANTS</u>	182966	16851	24360	3304	138470	76%	90370	65%	49%

Source: DMDC.

TABLE A-4

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: ARMY			EDUCATION: NON-HIGH SCHOOL GRADUATE			PERCENT OF	
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	CONTRACTED	TOTAL, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
<u>NORTHEAST REGION</u>	6419	1888	527	118	3886	61%	1706	44%
<u>New England Division</u>	1495	364	122	23	986	66	459	47
Maine	203	55	10	2	136	67	41	30
New Hampshire	173	54	12	4	103	60	52	50
Vermont	75	27	6	3	39	52	21	54
Massachusetts	633	138	50	11	434	69	204	47
Rhode Island	131	25	9	1	96	73	52	54
Connecticut	280	65	35	2	178	64	89	50
<u>Middle Atlantic Division</u>	4924	1524	405	95	2900	59	1247	43
New York	2871	911	228	56	1676	58	690	41
New Jersey	779	185	72	13	509	65	244	48
Pennsylvania	1274	428	105	26	715	56	313	44
<u>NORTH CENTRAL REGION</u>	11227	3496	878	176	6677	59	2899	43
<u>East North Central Division</u>	8301	2648	663	113	4877	54	2112	47
Ohio	2270	704	161	25	1380	61	521	38
Indiana	1216	408	114	18	676	56	329	49
Illinois	2332	790	191	39	1312	56	593	45
Michigan	1770	555	123	17	1075	61	466	43
Wisconsin	713	191	74	14	434	61	203	47
<u>West North Central Division</u>	2926	848	215	63	1800	62	787	44
Minnesota	547	125	54	8	360	66	202	56
Iowa	476	138	32	16	290	61	130	45
Missouri	1344	433	82	28	801	60	296	37
North Dakota	74	26	3	1	44	59	16	36
South Dakota	78	18	6	1	53	68	28	53
Nebraska	113	32	5	2	74	65	35	47
Kansas	294	76	33	7	178	61	80	45

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-4 (CONTINUED)

	TOTAL EXAMS	SERVICE: ARMY			EDUCATION: NON-HIGH SCHOOL GRADUATE			PERCENT OF QUALIFIED, CONTRACTED		PERCENT OF TOTAL, CONTRACTED
		MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	CONTRACTED			
<u>SOUTH REGION</u>	13307	4046	786	190	8285	62%	3130	38%	24%	
<u>South Atlantic Division</u>	6183	1715	340	103	4025	65	1577	39	25	
Delaware	89	20	6	1	62	70	28	45	31	
Maryland	591	203	42	12	334	57	164	49	28	
D.C.	82	35	0	3	44	54	14	32	17	
Virginia	979	279	55	7	638	65	220	34	22	
West Virginia	454	193	18	6	237	62	73	31	16	
North Carolina	725	185	41	15	484	67	164	34	23	
South Carolina	480	148	20	8	304	63	100	33	21	
Georgia	730	223	36	7	464	64	189	41	26	
Florida	2053	429	122	44	1458	71	625	43	30	
<u>East South Central Division</u>	2591	897	153	36	1505	58	548	36	21	
Kentucky	782	271	44	7	460	59	173	38	22	
Tennessee	829	269	61	10	489	59	188	38	23	
Alabama	579	188	32	13	346	60	116	34	20	
Mississippi	401	169	16	6	210	52	71	34	18	
<u>West South Central Division</u>	4533	1434	293	51	2755	61	1005	36	22	
Arkansas	489	189	28	6	266	54	93	35	19	
Louisiana	615	215	36	4	360	59	86	24	14	
Oklahoma	526	171	44	4	307	58	129	42	25	
Texas	2903	859	185	37	1822	63	697	38	24	
<u>WEST REGION</u>	6716	1561	503	128	4524	67	2005	44	30	
<u>Mountain Division</u>	2045	473	130	36	1406	69	584	42	29	
Montana	136	44	7	2	83	61	28	34	21	
Idaho	197	31	18	4	144	73	62	43	31	
Wyoming	84	17	8	1	58	69	22	38	26	
Colorado	421	71	34	7	309	73	127	41	30	
New Mexico	175	59	10	4	102	58	49	48	28	
Arizona	748	193	37	12	506	68	209	41	28	
Utah	95	21	5	4	65	68	24	37	25	
Nevada	189	37	11	2	139	74	63	45	33	

TABLE A-4 (CONTINUED)

	SERVICE: ARMY			EDUCATION: NON-HIGH SCHOOL GRADUATE			PERCENT OF	
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	TOTAL, CONTRACTED	
<u>Pacific Division</u>	4671	1088	373	92	3118	67%	1421	30%
Washington	625	111	68	11	435	70	205	33
Oregon	510	118	51	6	335	66	152	30
California	3450	840	245	70	2295	67	1037	30
Alaska	51	9	6	1	35	69	22	43
Hawaii	35	10	3	4	18	51	5	14
<u>U.S. SUBTOTAL</u>	37569	10991	2694	612	23372	62	9740	26
<u>TERRITORIES AND POSSESSIONS</u>								
(American Samoa, Canal Zone, 134 Guam, Puerto Rico and Virgin Islands)	71	6	3	54	40		24	18
<u>UNKNOWN</u>	23	8	0	1	14	61	8	35
<u>TOTAL U.S. APPLICANTS</u>	37803	11062	2700	615	23426	62%	9764	26%

Source: DMDC.

TABLE A-5

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	SERVICE: ARMY			EDUCATION: GED		EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED			
<u>NORTHEAST REGION</u>	2270	446	222	90	1512	67%	832	55%	37%
<u>New England Division</u>	413	52	49	16	296	72	176	59	43
Maine	69	18	8	1	42	61	14	33	20
New Hampshire	47	6	3	1	37	79	21	57	45
Vermont	36	8	4	2	22	61	13	59	36
Massachusetts	159	14	22	8	115	72	69	60	43
Rhode Island	30	2	2	3	23	77	20	87	67
Connecticut	72	4	10	1	57	79	39	68	54
<u>Middle Atlantic Division</u>	1857	394	173	74	1216	65	656	54	35
New York	1191	261	113	57	760	64	406	53	34
New Jersey	185	29	14	4	138	75	68	49	37
Pennsylvania	481	104	46	13	318	66	182	57	38
<u>NORTH CENTRAL REGION</u>	2654	451	236	109	1858	70	1023	55	39
<u>East North Central Division</u>	1629	308	143	66	112	68	610	55	37
Ohio	221	31	15	12	163	74	94	58	43
Indiana	238	55	21	17	145	61	90	62	38
Illinois	468	100	48	22	298	64	146	49	31
Michigan	462	89	33	5	335	73	179	53	39
Wisconsin	240	33	26	10	171	71	101	59	42
<u>West North Central Division</u>	1025	143	93	43	746	73	413	55	40
Minnesota	153	22	15	10	106	69	61	58	40
Iowa	219	34	21	11	153	70	93	61	42
Missouri	318	45	29	9	235	74	119	51	37
North Dakota	33	2	4	1	26	79	15	58	45
South Dakota	61	11	1	4	45	74	17	38	28
Nebraska	81	9	9	2	61	75	38	62	47
Kansas	160	20	14	6	120	75	70	58	44

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-5 (CONTINUED)

	TOTAL EXAMS	SERVICE: ARMY			EDUCATION: GED		EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED			
<u>SOUTH REGION</u>	5298	1045	438	152	3663	69%	1652	45%	31%
<u>South Atlantic Division</u>	2307	411	186	76	1634	71	724	44	31
Delaware	33	9	1	0	23	70	12	52	36
Maryland	242	59	19	2	162	67	66	41	27
D.C.	59	20	2	3	34	58	12	35	20
Virginia	266	44	27	11	184	69	95	52	36
West Virginia	198	69	17	2	110	56	52	47	26
North Carolina	297	52	24	9	212	71	79	37	27
South Carolina	171	28	7	8	128	75	48	37	28
Georgia	237	43	16	9	169	71	84	50	35
Florida	804	87	73	32	612	76	276	45	34
<u>East South Central Division</u>	977	253	74	28	622	64	268	43	28
Kentucky	261	46	19	4	192	74	94	49	36
Tennessee	212	44	26	7	135	64	61	45	29
Alabama	228	53	19	9	147	64	61	41	27
Mississippi	276	110	10	8	148	54	52	35	19
<u>West South Central Division</u>	2014	381	178	48	1407	70	660	47	33
Arkansas	180	34	16	9	121	67	73	60	41
Louisiana	212	22	36	4	150	71	83	55	39
Oklahoma	168	22	16	8	122	73	58	48	35
Texas	1454	303	110	27	1014	70	446	44	31
<u>WEST REGION</u>	2307	241	221	81	1764	76	914	52	40
<u>Mountain Division</u>	1034	109	91	41	793	77	397	50	39
Montana	79	8	10	3	58	73	26	45	33
Idaho	79	5	9	4	61	77	37	61	47
Wyoming	53	8	2	1	42	79	14	33	26
Colorado	261	25	22	11	203	78	99	49	38
New Mexico	133	23	11	6	93	70	51	55	38
Arizona	327	32	32	13	250	76	124	50	38
Utah	38	6	1	2	29	76	18	62	47
Nevada	64	2	4	1	57	89	28	49	44

TABLE A-5 (CONTINUED)

	TOTAL EXAMS	SERVICE: ARMY			EDUCATION: GED		EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED			
<u>Pacific Division</u>	1273	132	130	40	971	76%	517	53%	40%
Washington	301	29	33	5	234	78	117	50	39
Oregon	210	24	26	3	157	75	78	50	37
California	703	75	67	29	532	76	295	55	42
Alaska	51	4	2	3	42	82	25	60	49
Hawaii	8	0	2	0	6	75	2	33	25
<u>U.S. SUBTOTAL</u>	12529	2183	1117	432	8797	70	4421	50	35
<u>TERRITORIES AND POSSESSIONS</u>									
(American Samoa, Canal Zone, 182 Guam, Puerto Rico and Virgin Islands)	97	5	5	75	41	29	71	16	
<u>UNKNOWN</u>	26	3	0	11	12	46	5	42	19
<u>TOTAL U.S. APPLICANTS</u>	12737	2283	1122	448	8884	70%	4455	50%	35%

SOURCE: DMDC.

TABLE A-6

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: ARMY			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹			
<u>NORTHEAST REGION</u>	53668	5976	7080	890	39722	74%	60%	44%
<u>New England Division</u>								
Maine	11700	953	1496	169	9082	78	57	44
New Hampshire	2109	160	264	13	1672	79	51	41
Vermont	1168	103	144	14	907	78	62	48
Massachusetts	746	65	99	12	570	76	66	50
Rhode Island	4210	350	487	89	3284	78	55	43
Connecticut	758	58	81	16	603	80	57	45
	2709	217	421	25	2046	76	59	45
<u>Middle Atlantic Division</u>								
New York	41968	5023	5589	721	30690	73	61	44
New Jersey	19492	2437	2524	387	14144	73	58	42
Pennsylvania	6670	903	832	118	4817	72	60	43
	15806	1683	2228	216	11679	74	64	48
<u>NORTH CENTRAL REGION</u>	86291	9394	10909	1245	64742	75	61	46
<u>East North Central Division</u>								
Ohio	61850	7265	7924	854	45807	74	61	45
Indiana	16556	1861	2247	214	12234	74	62	46
Illinois	8346	1016	1093	141	6096	73	64	46
Michigan	15349	2280	1876	280	10913	71	59	42
Wisconsin	14782	1652	1734	148	11248	76	60	46
	6817	456	974	71	5316	78	61	48
<u>West North Central Division</u>								
Minnesota	24441	2129	2985	391	18935	77	62	48
Iowa	5275	327	676	72	4200	80	64	51
Missouri	4457	362	495	87	3512	79	65	51
North Dakota	7986	975	952	130	5929	74	51	42
South Dakota	862	60	119	8	675	78	74	49
Nebraska	1083	60	130	17	876	81	64	52
Kansas	2059	130	239	33	1657	80	68	54
	2719	215	374	44	2086	77	63	48

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-6 (CONTINUED)

	TOTAL EXAMS	SERVICE: ARMY			EDUCATION: TOTAL EDUCATION		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED		
<u>SOUTH REGION</u>	115751	14369	12911	1684	86781	50241	58%	43%
<u>South Atlantic Division</u>	57277	6736	6249	876	43416	25256	58	44
Delaware	835	96	87	8	644	349	54	42
Maryland	6196	873	690	84	4549	2537	56	41
D.C.	1069	255	86	28	700	351	50	33
Virginia	8234	873	916	103	6342	3603	57	44
West Virginia	3853	571	450	38	2794	1592	57	41
North Carolina	9474	1214	1102	149	7009	3716	53	39
South Carolina	4833	683	346	77	3727	1999	54	41
Georgia	8158	815	856	124	6363	4188	66	51
Florida	14625	1356	1716	265	11288	6921	61	47
<u>East South Central Division</u>	21996	3220	2462	319	15989	9189	57	42
Kentucky	5763	702	735	58	4268	2578	60	45
Tennessee	5792	736	733	75	4248	2557	60	44
Alabama	5699	866	611	102	4120	2397	58	42
Mississippi	4736	916	383	84	3353	1657	49	35
<u>West South Central Division</u>	36478	4413	4200	489	27376	15796	58	43
Arkansas	3842	562	445	48	2787	1717	62	45
Louisiana	6832	880	809	73	5070	2904	57	42
Oklahoma	3919	412	576	47	2884	1689	59	43
Texas	21885	2559	2370	321	16635	9486	57	43
<u>WEST REGION</u>	52945	6921	6624	911	41373	25908	63	49
<u>Mountain Division</u>	16610	4037	2017	291	13149	8154	62	49
Montana	1274	78	192	21	983	637	65	50
Idaho	1455	59	212	23	1161	773	67	53
Wyoming	743	36	88	14	605	465	77	63
Colorado	4019	229	492	68	3230	2036	63	51
New Mexico	2143	186	294	27	1636	1015	62	47
Arizona	4487	379	495	85	3528	2062	58	46
Utah	1286	101	133	35	1017	562	55	44
Nevada	1203	85	111	18	989	604	61	50

TABLE A-6 (CONTINUED)

	TOTAL EXAMS	SERVICE: ARMY			EDUCATION: TOTAL EDUCATION		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	EXAMINEES CONTRACTED		
<u>Pacific Division</u>	36335	2884	4607	620	28224	17754	63%	49%
Washington	5608	277	797	72	4462	2849	64	51
Oregon	4301	216	692	37	3356	2165	65	50
California	24571	2235	2813	491	19032	11915	63	48
Alaska	601	32	84	8	477	307	64	51
Hawaii	1254	124	221	12	897	518	58	41
<u>U.S. SUBTOTAL</u>	308649	33776	37525	4730	232618	139731	60	45
<u>TERRITORIES AND POSSESSIONS</u>								
(American Samoa, Canal Zone, 5625 Guam, Puerto Rico and Virgin Islands)	1774	476	122	3252	58	1617	50	29
<u>UNKNOWN</u>	390	49	17	62	262	139	53	36
<u>TOTAL U.S. APPLICANTS</u>	314664	35599	38017	4914	236132	141487	60%	45%

TABLE A-7

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: NAVY			EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
<u>NORTHEAST REGION</u>	10421	454	1321	70	8576	5730	67%	55%
<u>New England Division</u>	2384	91	294	21	1978	1359	69	57
Maine	378	13	58	2	305	221	72	58
New Hampshire	222	4	23	1	194	118	61	53
Vermont	124	6	15	1	102	66	65	53
Massachusetts	964	38	105	14	807	526	65	55
Rhode Island	188	8	22	0	158	119	75	63
Connecticut	508	22	71	3	412	309	75	61
<u>Middle Atlantic Division</u>	8037	363	1027	49	6598	4371	66	54
New York	3946	226	494	33	3193	2105	66	53
New Jersey	1379	43	151	4	1181	735	62	53
Pennsylvania	2712	94	382	12	2224	1531	69	56
<u>NORTH CENTRAL REGION</u>	14821	472	2027	87	12235	8404	69	57
<u>East North Central Division</u>	10702	351	1486	67	8798	5804	66	54
Ohio	3229	86	465	28	2650	1746	66	54
Indiana	1253	45	196	8	1004	696	69	56
Illinois	2557	91	335	11	2120	1381	65	54
Michigan	2326	98	301	11	1916	1209	63	52
Wisconsin	1337	31	189	9	1108	772	70	58
<u>West North Central Division</u>	4119	121	541	20	3437	2600	76	44
Minnesota	1049	26	146	5	872	649	74	62
Iowa	757	13	79	3	662	520	79	69
Missouri	1253	46	171	7	1029	750	73	60
North Dakota	116	4	20	0	92	81	88	70
South Dakota	145	7	10	1	127	106	83	73
Nebraska	372	12	39	4	317	242	76	65
Kansas	427	13	76	0	338	252	75	59

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-7 (CONTINUED)

	SERVICE: NAVY				EDUCATION: HIGH SCHOOL SENIORS				PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED				
<u>SOUTH REGION</u>	17461	750	2261	138	14314	82%	10271	72%	59%	
<u>South Atlantic Division</u>	9454	375	1126	71	7882	83	5480	70	58	
Delaware	210	12	20	3	175	83	103	59	49	
Maryland	768	18	100	0	650	85	469	72	61	
D.C.	42	3	8	0	31	74	22	71	52	
Virginia	998	37	129	4	828	83	575	69	58	
West Virginia	364	11	45	1	307	84	196	64	54	
North Carolina	1455	79	178	14	1184	81	822	69	56	
South Carolina	1084	50	107	8	919	85	575	63	53	
Georgia	1431	67	177	8	1179	82	875	74	61	
Florida	3102	98	362	33	2609	84	1843	71	59	
<u>East South Central Division</u>	3675	194	497	39	2945	80	2228	76	61	
Kentucky	580	17	88	4	471	81	361	77	62	
Tennessee	1119	57	153	16	893	80	695	78	62	
Alabama	1216	54	176	12	974	80	731	75	60	
Mississippi	760	66	80	7	607	80	441	73	58	
<u>West South Central Division</u>	4332	181	637	28	3487	80	2563	74	59	
Arkansas	577	37	96	1	444	77	341	77	59	
Louisiana	778	43	105	3	627	81	442	70	57	
Oklahoma	470	25	95	6	344	73	271	79	58	
Texas	2507	76	342	18	2072	83	1509	73	60	
<u>WEST REGION</u>	11061	352	1315	63	9331	84	6486	70	59	
<u>Mountain Division</u>	3242	68	353	12	2809	87	2020	72	63	
Montana	312	5	39	0	268	86	202	75	65	
Idaho	305	7	43	2	253	83	182	72	60	
Wyoming	105	1	11	0	93	89	85	91	81	
Colorado	759	21	75	4	659	87	469	71	62	
New Mexico	395	7	50	2	336	85	254	76	64	
Arizona	858	15	96	3	744	87	527	71	61	
Utah	304	8	23	1	272	89	179	66	59	
Nevada	204	4	16	0	184	90	122	66	60	

TABLE A-7 (CONTINUED)

	SERVICE: NAVY		EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER		
					QUALIFIED	EXAMINEES CONTRACTED	
<u>Pacific Division</u>	7819	284	962	51	6522	83%	57%
Washington	1368	23	178	12	1155	84	63
Oregon	1012	12	185	6	809	80	55
California	5214	236	562	32	4384	84	56
Alaska	30	0	6	0	24	80	60
Hawaii	195	13	31	1	150	77	59
<u>U.S. SUBTOTAL</u>	53764	2028	6924	358	44456	83	57
<u>TERRITORIES AND POSSESSIONS</u>							
(American Samoa, Canal Zone, 222 Guam, Puerto Rico, and Virgin Islands)	31	28	2	161	77	55	42
<u>UNKNOWN</u>	9	0	1	0	8	89	67
<u>TOTAL U.S. APPLICANTS</u>	53995	2058	6952	360	44625	83%	57%

Source: DMDC.

TABLE A-8

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: NAVY				EDUCATION: HIGH SCHOOL GRADUATE				PERCENT OF QUALIFIED, CONTRACTED ¹	EXAMINEES CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	80%	11059	65%			
<u>NORTHEAST REGION</u>	21293	885	3043	411	16954	80%	11059	65%			43%
<u>New England Division</u>	4471	160	647	90	3574	80	2220	62			50
Maine	668	21	108	7	532	80	361	68			54
New Hampshire	314	12	51	10	241	77	157	65			50
Vermont	206	9	35	8	154	75	110	71			53
Massachusetts	1832	68	227	40	1497	82	868	58			47
Rhode Island	342	12	37	6	287	84	173	60			51
Connecticut	1109	38	189	19	863	78	551	64			50
<u>Middle Atlantic Division</u>	16822	725	2396	321	13380	80	8839	66			53
New York	7784	296	1124	179	6185	79	4038	65			52
New Jersey	2601	113	303	50	2135	82	1372	64			53
Pennsylvania	6437	316	969	92	5060	79	3429	68			53
<u>NORTH CENTRAL REGION</u>	27676	982	4049	442	22203	80	15447	70			56
<u>East North Central Division</u>	19535	743	2825	311	15656	80	11052	71			56
Ohio	5596	209	836	92	4459	80	3246	73			58
Indiana	2543	82	379	62	2020	79	1422	70			56
Illinois	4811	223	673	71	3844	80	2668	69			55
Michigan	4366	157	561	57	3591	82	2470	69			57
Wisconsin	2219	72	376	29	1742	79	1246	72			56
<u>West North Central Division</u>	8141	239	1224	131	6547	80	4395	67			54
Minnesota	1770	55	280	37	1398	79	965	69			55
Iowa	1313	24	156	14	1119	85	753	67			57
Missouri	2519	76	432	39	1972	78	1334	68			53
North Dakota	329	14	45	5	265	81	190	72			58
South Dakota	261	8	41	7	205	79	145	71			56
Nebraska	860	31	100	16	713	83	429	60			50
Kansas	1089	31	170	13	875	80	579	66			53

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-8 (CONTINUED)

	TOTAL EXAMS	SERVICE: NAVY			EDUCATION: HIGH SCHOOL GRADUATE			EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	54%			
<u>SOUTH REGION</u>	43982	2154	5647	553	23760	81	15174	64%	34%	
<u>South Atlantic Division</u>	20949	978	2541	393	17035	81	10814	63	52	
Delaware	344	17	35	9	283	82	179	63	52	
Maryland	2010	85	279	37	1609	80	1079	67	54	
D.C.	212	16	30	8	156	75	99	63	47	
Virginia	2699	83	374	27	2215	82	1383	62	51	
West Virginia	808	39	128	14	627	78	445	71	55	
North Carolina	3416	205	466	68	2677	78	1747	65	51	
South Carolina	2238	128	198	70	1842	82	1132	61	51	
Georgia	3271	211	335	60	2665	81	1647	62	50	
Florida	5951	194	696	100	4961	83	3103	63	52	
<u>East South Central Division</u>	8575	588	1102	160	6725	78	4360	65	51	
Kentucky	1630	76	264	23	1267	78	866	68	53	
Tennessee	2719	173	332	48	2166	80	1412	65	52	
Alabama	2730	211	352	52	2115	77	1388	66	51	
Mississippi	1496	128	154	37	1177	79	694	59	46	
<u>West South Central Division</u>	14458	588	2004	180	11686	81	7558	65	51	
Arkansas	1345	69	149	22	1105	82	764	69	57	
Louisiana	3050	158	367	42	2483	81	1459	59	48	
Oklahoma	1698	59	304	25	1310	77	911	70	54	
Texas	8365	302	1184	91	6788	81	4424	65	53	
<u>WEST REGION</u>	23558	798	3261	414	19085	81	12781	67	54	
<u>Mountain Division</u>	6926	147	967	140	5672	82	3828	67	55	
Montana	614	13	85	11	505	82	356	70	58	
Idaho	596	14	127	11	444	74	330	74	55	
Wyoming	291	4	27	6	254	87	199	78	68	
Colorado	1800	41	222	44	1493	83	947	63	53	
New Mexico	882	21	136	24	701	79	521	74	59	
Arizona	1601	29	227	20	1325	83	896	68	56	
Utah	663	14	77	12	560	84	300	54	45	
Nevada	479	11	66	12	390	81	279	72	58	

TABLE A-8 (CONTINUED)

	SERVICE: NAVY			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF	
	TOTAL EXAMS	MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	TOTAL, CONTRACTED
<u>Pacific Division</u>	16632	651	2294	274	13413	81%	8953	54%
Washington	2267	55	363	31	1818	80	1281	56
Oregon	1665	45	307	15	1298	78	893	54
California	11960	477	1518	215	9750	82	6456	54
Alaska	173	2	23	1	147	85	102	59
Hawaii	567	72	83	12	400	71	221	39
<u>U.S. SUBTOTAL</u>	116509	4819	16000	2000	93688	80	62019	53
<u>TERRITORIES AND POSSESSIONS</u>								
(American Samoa, Canal Zone, 993 Guam, Puerto Rico and Virgin Islands)		142	97	26	728	73	393	40
<u>UNKNOWN</u>	84	2	7	3	72	86	51	61
<u>TOTAL U.S. APPLICANTS</u>	117586	4963	16104	2029	94488	80%	62463	53%

Source: DMDC.

NO-A192 100 POPULATION REPRESENTATION IN THE MILITARY SERVICES 2/2
FISCAL YEAR 1906(U) ASSISTANT SECRETARY OF DEFENSE
(FORCE MANAGEMENT AND PERSONNEL) WASHINGTON D C AUG 87

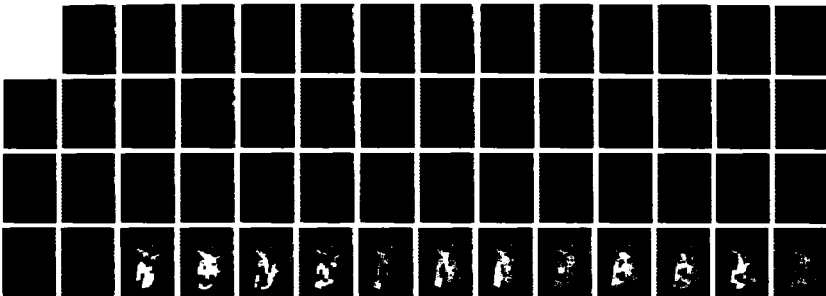
NO-A192 100 POPULATION REPRESENTATION IN THE MILITARY SERVICES 2/2
FISCAL YEAR 1906(U) ASSISTANT SECRETARY OF DEFENSE
(FORCE MANAGEMENT AND PERSONNEL) WASHINGTON D C AUG 87

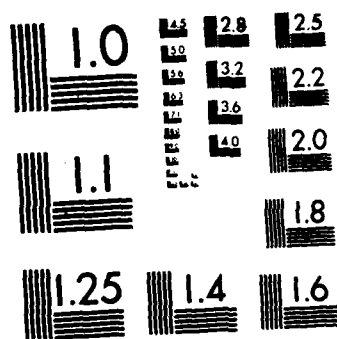
NO-A192 100 POPULATION REPRESENTATION IN THE MILITARY SERVICES 2/2
FISCAL YEAR 1906(U) ASSISTANT SECRETARY OF DEFENSE
(FORCE MANAGEMENT AND PERSONNEL) WASHINGTON D C AUG 87

UNCLASSIFIED (FORCE MANAGEMENT AND PERSONNEL) WASHINGTON D C NOV 87 F/O 5/9 ML

UNCLASSIFIED (FORCE MANAGEMENT AND PERSONNEL) WASHINGTON D C NOV 87 F/O 5/9 ML

UNCLASSIFIED (FORCE MANAGEMENT AND PERSONNEL) WASHINGTON D C NOV 87 F/O 5/9 ML





(C) MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS 1963 A

TABLE A-9

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: NAVY				EDUCATION: NON-HIGH SCHOOL GRADUATE			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹			
<u>NORTHEAST REGION</u>	4478	1345	345	44	2744	61%	1806	66%	40%
<u>New England Division</u>									
Maine	1142	332	82	10	718	63	456	64	40
New Hampshire	172	52	15	1	104	60	49	47	28
Vermont	126	25	11	1	89	71	56	63	44
Massachusetts	35	17	2	0	16	46	9	56	26
Rhode Island	433	131	23	6	273	63	181	66	42
Connecticut	126	34	7	0	85	67	56	66	44
	250	73	24	2	151	60	105	70	42
<u>Middle Atlantic Division</u>									
New York	3336	1013	263	34	2026	61	1350	67	41
New Jersey	1595	473	128	23	971	61	643	66	40
Pennsylvania	653	167	60	4	422	65	289	68	44
	1088	373	75	7	633	58	418	66	38
<u>NORTH CENTRAL REGION</u>	5975	1786	561	85	3543	59	2486	70	42
<u>East North Central Division</u>									
Ohio	4381	1386	399	67	2529	58	1761	70	40
Indiana	1157	345	102	22	688	59	453	66	39
Illinois	612	209	61	8	334	55	235	70	38
Michigan	1056	316	102	20	618	59	458	74	43
Wisconsin	1026	336	76	15	599	58	397	66	39
	530	180	58	2	290	55	218	75	41
<u>West North Central Division</u>									
Minnesota	1594	400	162	18	1014	64	725	71	46
Iowa	339	93	35	6	205	60	154	75	45
Missouri	267	47	31	1	188	70	144	77	54
North Dakota	610	160	56	7	387	63	265	68	43
South Dakota	28	7	3	0	18	64	14	78	50
Nebraska	65	17	6	1	41	63	27	66	42
Kansas	110	28	9	3	70	64	42	60	38
	175	48	22	0	105	60	79	75	45

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-9 (CONTINUED)

SERVICE: NAVY		EDUCATION: NON-HIGH SCHOOL GRADUATE					PERCENT OF QUALIFIED, CONTRACTED		PERCENT OF TOTAL, CONTRACTED	
TOTAL EXAMS	DISQUALIFIED		OTHER		QUALIFIED	EXAMINEES CONTRACTED				
	MENTAL	MEDICAL								
<u>SOUTH REGION</u>	7771	2324	599	98	4750	61%	2989	63%	38%	
<u>South Atlantic Division</u>	3898	1170	258	50	2420	62	1484	61	38	
Delaware	83	26	4	1	52	63	34	65	41	
Maryland	274	83	23	2	166	61	108	65	39	
D.C.	14	7	0	0	7	50	4	57	29	
Virginia	563	171	44	4	344	61	228	66	40	
West Virginia	168	61	10	4	93	55	63	68	37	
North Carolina	488	143	30	6	309	63	201	65	41	
South Carolina	381	99	22	8	252	66	149	59	39	
Georgia	645	214	44	3	384	60	249	65	39	
Florida	1282	366	81	22	813	63	448	55	35	
<u>East South Central Division</u>	1510	524	110	19	857	57	585	68	39	
Kentucky	331	119	27	2	183	55	139	76	42	
Tennessee	526	182	47	6	291	55	202	69	38	
Alabama	451	146	26	7	272	60	167	61	37	
Mississippi	202	77	10	4	111	55	77	69	38	
<u>West South Central Division</u>	2363	630	231	29	1473	62	920	62	39	
Arkansas	249	76	23	1	149	60	88	59	35	
Louisiana	398	112	41	8	237	60	141	59	35	
Oklahoma	313	78	44	4	187	60	129	69	41	
Texas	1403	364	123	16	900	64	562	62	40	
<u>WEST REGION</u>	4026	952	348	62	2664	66	1849	69	46	
<u>Mountain Division</u>	1202	276	105	26	795	66	534	67	44	
Montana	68	26	4	1	37	54	20	54	29	
Idaho	94	18	11	2	63	67	44	70	47	
Wyoming	35	3	6	1	25	71	19	76	54	
Colorado	320	81	26	9	204	64	135	66	42	
New Mexico	117	28	8	4	77	66	44	57	38	
Arizona	358	78	32	5	243	68	166	68	46	
Utah	119	28	13	2	76	64	61	80	51	
Nevada	91	14	5	2	70	77	45	64	49	

TABLE A-9 (CONTINUED)
SERVICE: NAVY EDUCATION: NON-HIGH SCHOOL GRADUATE

	TOTAL EXAMS	DISQUALIFIED			QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL	MEDICAL	OTHER				
<u>Pacific Division</u>	2824	676	243	36	1869	1315	70%	46%
Washington	484	98	60	5	321	232	72	48
Oregon	325	96	19	1	209	112	54	34
California	1956	467	159	28	1302	948	73	48
Alaska	23	7	1	2	13	7	54	30
Hawaii	36	8	4	0	24	16	67	44
<u>U.S. SUBTOTAL</u>	22250	6407	1853	289	13701	9130	67	41
<u>TERRITORIES AND POSSESSIONS</u>								
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	33	12	1	0	20	9	45	27
<u>UNKNOWN</u>	14	5	1	0	8	6	75	43
<u>TOTAL U.S. APPLICANTS</u>	22297	6424	1855	289	13729	9145	67%	41%

Source: DMDC.

TABLE A-10

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	SERVICE: NAVY				EDUCATION: GED				PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED		OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	CONTRACTED				
		MENTAL	MEDICAL								
<u>NORTHEAST REGION</u>	2765	424	266	72	2003	72%	1219	61%	44%		
<u>New England Division</u>	591	72	53	14	452	76	277	61	47		
Maine	96	12	10	1	73	76	35	48	36		
New Hampshire	61	3	1	0	57	93	31	54	51		
Vermont	33	5	6	2	20	61	16	80	48		
Massachusetts	221	33	18	5	165	75	100	61	45		
Rhode Island	62	8	7	3	44	71	33	75	53		
Connecticut	118	11	11	3	93	79	62	67	53		
<u>Middle Atlantic Division</u>	2174	352	213	58	1551	71	942	61	43		
New York	1289	187	129	35	938	73	584	62	45		
New Jersey	260	41	27	6	186	72	112	60	43		
Pennsylvania	625	124	57	17	427	68	246	58	39		
<u>NORTH CENTRAL REGION</u>	2579	319	260	78	1922	75	1213	63	47		
<u>East North Central Division</u>	1680	230	164	48	1238	74	812	66	49		
Ohio	277	35	21	12	209	75	131	63	47		
Indiana	188	29	15	3	141	75	86	61	46		
Illinois	514	75	62	15	362	70	250	69	49		
Michigan	354	49	27	9	269	76	173	64	49		
Wisconsin	347	42	39	9	257	74	172	67	50		
<u>West North Central Division</u>	899	89	96	30	684	76	401	59	45		
Minnesota	158	11	27	5	115	73	86	75	54		
Iowa	124	10	12	4	98	79	49	50	40		
Missouri	306	26	31	9	240	78	135	56	44		
North Dakota	41	5	4	2	30	73	15	50	37		
South Dakota	37	8	1	4	24	65	16	67	43		
Nebraska	89	13	9	4	63	71	34	54	38		
Kansas	144	16	12	2	114	79	66	58	46		

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-10 (CONTINUED)

	SERVICE: NAVY			EDUCATION: GED			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED			
<u>SOUTH REGION</u>	5805	764	481	148	4412	76%	59%	45%
<u>South Atlantic Division</u>	2469	286	195	67	1921	77	58	44
Delaware	23	3	1	1	18	78	50	39
Maryland	195	20	15	4	156	80	63	50
D.C.	32	6	1	0	25	78	44	34
Virginia	342	43	28	8	263	77	60	46
West Virginia	120	35	7	1	77	64	78	50
North Carolina	324	40	32	17	235	73	62	45
South Carolina	204	18	14	5	167	82	51	42
Georgia	338	45	36	8	249	74	59	44
Florida	891	76	61	23	731	82	53	44
<u>East South Central Division</u>	1052	188	87	33	744	71	61	43
Kentucky	198	29	15	4	150	76	60	45
Tennessee	281	44	22	8	207	74	141	50
Alabama	333	53	34	10	236	71	57	41
Mississippi	240	62	16	11	151	63	57	36
<u>West South Central Division</u>	2284	290	199	48	1747	76	59	45
Arkansas	189	25	14	5	145	77	64	49
Louisiana	376	40	37	4	295	78	56	44
Oklahoma	178	12	25	3	138	78	62	48
Texas	1541	213	123	36	1169	76	59	45
<u>WEST REGION</u>	2835	260	303	62	2210	78	67	52
<u>Mountain Division</u>	946	92	114	25	715	76	61	46
Montana	42	7	6	1	28	67	61	40
Idaho	84	10	8	4	62	74	66	49
Wyoming	38	1	5	0	32	84	78	66
Colorado	323	35	38	5	245	76	52	40
New Mexico	157	12	27	3	115	73	65	48
Arizona	187	20	22	5	140	75	54	41
Utah	36	3	1	1	31	86	61	53
Nevada	79	4	7	6	62	78	84	66

TABLE A-10 (CONTINUED)

	SERVICE: NAVY				EDUCATION: GED		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED		OTHER	QUALIFIED	EXAMINEES CONTRACTED		
		MENTAL	MEDICAL					
<u>Pacific Division</u>	1889	168	189	37	1495	79%	1046	55%
Washington	322	30	36	12	244	76	168	52
Oregon	247	31	36	4	176	71	118	48
California	1239	95	109	21	1014	82	727	59
Alaska	30	4	2	0	24	80	17	57
Hawaii	51	8	6	0	37	73	16	31
<u>U.S. SUBTOTAL</u>	13984	1767	1310	360	10547	75	6499	46
<u>TERRITORIES AND POSSESSIONS</u>								
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	30	7	2	1	20	67	6	20
<u>UNKNOWN</u>	12	1	0	1	10	83	5	42
<u>TOTAL U.S. APPLICANTS</u>	14026	1775	1312	362	10577	75%	6510	46%

Source: DMDC.

TABLE A-11

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: NAVY			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹			
<u>NORTHEAST REGION</u>	38957	3108	4975	597	30277	78%	65%	51%
<u>New England Division</u>	8588	655	1076	135	6722	78	64	50
Maine	1314	98	191	11	1014	77	66	51
New Hampshire	723	44	86	12	581	80	62	50
Vermont	398	37	58	11	292	73	69	50
Massachusetts	3450	270	373	65	2742	79	61	48
Rhode Island	718	62	73	9	574	80	66	53
Connecticut	1985	144	295	27	1519	77	68	52
<u>Middle Atlantic Division</u>	30369	2453	3899	462	23555	78	66	51
New York	14614	1182	1875	270	11287	77	65	50
New Jersey	4893	364	541	64	3924	80	64	51
Pennsylvania	10862	907	1483	128	8344	77	67	52
<u>NORTH CENTRAL REGION</u>	51051	3559	6897	692	39903	78	69	54
<u>East North Central Division</u>	36298	2710	4874	493	28221	78	69	54
Ohio	10259	675	1424	154	8006	78	70	54
Indiana	4596	365	651	81	3499	76	70	53
Illinois	8938	705	1172	117	6944	78	68	53
Michigan	8072	640	965	92	6375	79	67	53
Wisconsin	4433	325	662	49	3397	77	71	54
<u>West North Central Division</u>	14753	849	2023	199	11682	79	70	55
Minnesota	3316	185	488	53	2590	78	72	56
Iowa	2461	94	278	22	2067	84	71	60
Missouri	4688	308	690	62	3628	77	68	53
North Dakota	514	30	72	7	405	79	74	58
South Dakota	508	40	58	13	397	78	76	58
Nebraska	1431	84	157	27	1163	81	64	52
Kansas	1835	108	280	15	1432	78	68	53

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-11 (CONTINUED)

	SERVICE: NAVY			EDUCATION: TOTAL EDUCATION		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED			
<u>SOUTH REGION</u>	75019	5991	8987	1117	58924	79%	65%	51%
<u>South Atlantic Division</u>	36770	2909	4120	581	29260	80	18885	51
Delaware	660	58	60	14	528	80	325	58
Maryland	3247	206	417	43	2581	79	1754	54
D.C.	300	32	39	8	221	74	136	45
Virginia	4602	334	575	43	3650	79	2345	51
West Virginia	1460	146	190	20	1104	76	764	52
North Carolina	5683	467	706	105	4405	78	2915	51
South Carolina	3907	295	341	91	3180	81	1942	50
Georgia	5685	537	592	79	4477	79	2919	51
Florida	11226	734	1200	178	9114	81	5785	52
<u>East South Central Division</u>	14812	1494	1796	251	11271	76	7625	51
Kentucky	2739	241	394	33	2071	76	1456	53
Tennessee	4645	456	554	78	3557	77	2450	53
Alabama	4730	464	588	81	3597	76	2421	51
Mississippi	2698	333	260	59	2046	76	1298	48
<u>West South Central Division</u>	23437	1688	3071	285	18393	78	12070	51
Arkansas	2360	207	281	29	1843	78	1286	54
Louisiana	4602	353	550	57	3642	79	2207	48
Oklahoma	2659	174	468	38	1979	74	1396	52
Texas	13816	954	1772	161	10929	79	7181	52
<u>WEST REGION</u>	41480	2362	5227	601	33290	80	22595	54
<u>Mountain Division</u>	12316	583	1539	203	9991	81	6815	55
Montana	1036	51	134	13	838	81	595	57
Idaho	1079	49	189	19	822	76	597	55
Wyoming	469	9	49	7	404	86	328	70
Colorado	3202	178	361	62	2601	81	1679	52
New Mexico	1551	68	221	33	1229	79	894	58
Arizona	3004	142	377	33	2452	82	1665	55
Utah	1122	53	114	16	939	84	559	50
Nevada	853	33	94	20	706	83	498	58

TABLE A-11 (CONTINUED)

	TOTAL EXAMS	SERVICE: NAVY			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED		
<u>Pacific Division</u>	29164	1779	3688	398	23299	80%	15780	68%	54%
Washington	4441	206	637	60	3538	80	2548	72	57
Oregon	3249	184	547	26	2492	77	1684	68	52
California	20369	1275	2348	296	16450	81	11035	67	54
Alaska	256	13	32	3	208	81	144	69	56
Hawaii	849	101	124	13	611	72	369	60	43
<u>U.S. SUBTOTAL</u>	206507	15020	26086	3007	162394	79	108539	67	53
<u>TERRITORIES AND POSSESSIONS</u>									
(American Samoa, Canal Zone, 1278 Guam, Puerto Rico and Virgin Islands)	192	128	29	929	73	502	54	39	
<u>UNKNOWN</u>	119	8	9	4	98	82	68	69	57
<u>TOTAL U.S. APPLICANTS</u>	207904	15220	26223	3040	163421	79%	109109	67%	52%

TABLE A-12

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: MARINE CORPS			EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL MEDICAL OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED		
<u>NORTHEAST REGION</u>	6037	365	752	32	4888	81%	67%
<u>New England Division</u>	1595	86	185	17	1307	82	67
Maine	233	12	39	1	181	78	71
New Hampshire	156	4	16	1	135	87	75
Vermont	118	6	16	0	96	81	60
Massachusetts	681	40	64	11	566	83	62
Rhode Island	120	6	11	1	102	85	67
Connecticut	287	18	39	3	227	79	74
<u>Middle Atlantic Division</u>	4442	279	567	15	3581	81	67
New York	2015	120	273	7	1615	80	69
New Jersey	676	55	79	0	542	80	70
Pennsylvania	1751	104	215	8	1424	81	64
<u>NORTH CENTRAL REGION</u>	8818	522	1257	44	6995	79	65
<u>East North Central Division</u>	6352	397	950	33	4972	78	65
Ohio	1775	94	252	10	1419	80	66
Indiana	932	72	147	5	708	76	62
Illinois	1379	92	196	10	1081	78	64
Michigan	1394	83	192	4	1115	80	65
Wisconsin	872	56	163	4	649	74	65
<u>West North Central Division</u>	2466	125	307	11	2023	82	67
Minnesota	500	14	68	0	418	84	74
Iowa	401	21	47	2	331	83	70
Missouri	726	47	86	4	589	81	64
North Dakota	87	4	17	0	66	76	72
South Dakota	142	1	22	0	119	84	72
Nebraska	339	18	31	4	286	84	62
Kansas	271	20	36	1	214	79	62

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-12 (CONTINUED)

	SERVICE: MARINE CORPS			EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF	
	TOTAL EXAMS	DISQUALIFIED MENTAL MEDICAL OTHER		QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	TOTAL, CONTRACTED	
<u>SOUTH REGION</u>	9717	812	1083	47	7775	80%	6238	80%
<u>South Atlantic Division</u>	5201	501	558	24	4118	79	3235	79
Delaware	88	6	10	0	72	82	50	69
Maryland	489	17	60	2	410	84	373	91
D.C.	47	3	4	0	40	85	36	90
Virginia	743	69	89	2	583	78	427	73
West Virginia	390	27	53	2	308	79	244	79
North Carolina	675	60	76	6	533	79	399	75
South Carolina	404	47	47	3	307	76	242	79
Georgia	837	102	91	2	642	77	513	80
Florida	1528	170	128	7	1223	80	951	78
<u>East South Central Division</u>	1692	144	197	11	1340	79	1133	85
Kentucky	474	29	66	1	378	80	339	90
Tennessee	466	40	48	1	377	81	326	86
Alabama	433	36	55	2	340	79	283	83
Mississippi	319	39	28	7	245	77	185	76
<u>West South Central Division</u>	2824	167	328	12	2317	82	1870	81
Arkansas	251	29	26	1	195	78	161	83
Louisiana	474	35	65	1	373	79	307	82
Oklahoma	305	5	44	1	255	84	214	84
Texas	1794	98	193	9	1494	83	1188	80
<u>WEST REGION</u>	5754	290	741	22	4528	79	3862	85
<u>Mountain Division</u>	1947	70	227	7	1470	76	1249	85
Montana	96	6	20	0	70	73	54	77
Idaho	249	6	41	1	201	81	188	94
Wyoming	77	1	7	0	69	90	66	96
Colorado	448	12	36	0	227	79	211	93
New Mexico	234	6	23	1	204	87	160	78
Arizona	604	29	76	3	496	82	397	80
Utah	123	7	9	2	105	85	89	85
Nevada	116	3	15	0	98	84	84	86

TABLE A-12 (CONTINUED)

	TOTAL EXAMS	SERVICE: MARINE CORPS			EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	
<u>Pacific Division</u>	3807	220	514	15	3058	2613	85%	69%
Washington	694	30	95	4	565	470	83	68
Oregon	471	19	89	1	362	361	100	77
California	2495	151	310	10	2024	1701	84	68
Alaska	74	12	10	0	52	42	81	57
Hawaii	73	8	10	0	55	39	71	53
<u>U.S. SUBTOTAL</u>	30326	1989	3833	145	24186	19893	82	66
<u>TERRITORIES AND POSSESSIONS</u>								
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	49	11	11	0	27	28	104	57
<u>UNKNOWN</u>	19	2	2	0	15	12	80	63
<u>TOTAL U.S. APPLICANTS</u>	30394	2002	3846	145	24228	19933	82%	66%

Source: DMDC.

TABLE A-13

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: MARINE CORPS			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	
<u>NORTHEAST REGION</u>	5943	447	759	180	4557	77%	63%
<u>New England Division</u>	1268	103	145	63	957	75	80
Maine	129	10	18	4	97	75	84
New Hampshire	102	4	13	7	78	76	78
Vermont	60	5	7	1	47	78	83
Massachusetts	599	47	62	31	459	77	79
Rhode Island	83	7	8	6	62	75	81
Connecticut	295	30	37	14	214	73	83
<u>Middle Atlantic Division</u>	4675	344	614	117	3600	77	82
New York	2184	151	320	68	1645	75	85
New Jersey	820	70	97	21	632	77	83
Pennsylvania	1671	123	197	28	1323	79	79
<u>NORTH CENTRAL REGION</u>	9890	705	1220	165	7800	79	81
<u>East North Central Division</u>	7387	558	909	125	5795	78	81
Ohio	1520	98	209	43	1170	77	80
Indiana	1076	87	132	16	841	78	79
Illinois	2088	195	250	39	1604	77	83
Michigan	1828	127	194	16	1491	82	84
Wisconsin	875	51	124	11	689	79	76
<u>West North Central Division</u>	2503	147	311	40	2005	80	82
Minnesota	461	17	64	3	377	82	85
Iowa	466	15	40	10	401	86	77
Missouri	763	64	108	10	581	76	84
North Dakota	122	3	19	1	99	81	91
South Dakota	96	8	10	4	74	77	95
Nebraska	297	21	33	5	238	80	76
Kansas	298	19	37	7	235	79	76

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-13 (CONTINUED)

	SERVICE: MARINE CORPS				EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	
<u>SOUTH REGION</u>	12106	1301	1329	202	9274	6807	77%	56%
<u>South Atlantic Division</u>	5717	736	572	110	4299	2997	75	52
Delaware	113	7	10	3	93	66	82	58
Maryland	539	59	57	13	410	320	76	59
D.C.	77	13	8	0	56	35	73	45
Virginia	752	82	75	8	587	356	78	47
West Virginia	279	23	38	6	212	162	76	58
North Carolina	1029	142	101	26	760	512	74	50
South Carolina	469	76	42	10	341	215	73	46
Georgia	799	128	75	11	585	383	73	48
Florida	1660	206	166	33	1255	948	76	57
<u>East South Central Division</u>	1931	261	282	47	1341	1058	69	55
Kentucky	457	59	65	8	325	239	71	52
Tennessee	558	58	84	5	411	343	74	61
Alabama	543	68	97	14	364	296	67	55
Mississippi	373	76	36	20	241	180	65	48
<u>West South Central Division</u>	4458	304	475	45	3634	2752	82	62
Arkansas	367	55	33	9	270	210	74	57
Louisiana	810	62	83	7	658	480	81	59
Oklahoma	449	17	83	6	343	265	76	59
Texas	2832	170	276	23	2363	1797	83	63
<u>WEST REGION</u>	7724	504	946	117	6157	4945	80	64
<u>Mountain Division</u>	2023	105	253	32	1633	1288	81	64
Montana	111	7	21	2	81	64	73	58
Idaho	164	2	16	4	142	121	87	74
Wyoming	72	1	11	1	59	53	82	74
Colorado	404	17	38	6	343	264	85	65
New Mexico	241	23	39	4	175	130	73	54
Arizona	709	42	95	7	565	459	80	65
Utah	155	7	24	5	119	84	77	54
Nevada	167	6	9	3	149	113	89	68

TABLE A-13 (CONTINUED)

	TOTAL EXAMS	SERVICE: MARINE CORPS			EDUCATION: HIGH SCHOOL GRADUATE		EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED				
Pacific Division	5701	399	693	85	4524	79%	3657	81%	64%
Washington	721	37	98	8	578	80	411	71	57
Oregon	485	29	86	3	367	76	349	95	72
California	4238	289	475	68	3406	80	2789	82	66
Alaska	116	12	11	2	91	78	58	64	50
Hawaii	141	32	23	4	82	58	50	86	35
U.S. SUBTOTAL	35663	2957	4254	664	27788	78	21824	79	61
TERRITORIES AND POSSESSIONS									
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	137	61	7	6	63	46	51	81	37
UNKNOWN	47	3	3	1	40	85	37	92	79
TOTAL U.S. APPLICANTS	35847	3021	4264	671	27891	78%	21912	79%	61%

Source: DMDC.

TABLE A-14

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	SERVICE: MARINE CORPS			EDUCATION: NON-HIGH SCHOOL GRADUATE			EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	65%	392			
<u>NORTHEAST REGION</u>	599	134	63	10	392	65%	311	79%	52%	
<u>New England Division</u>	176	46	12	6	112	64	99	88	56	
Maine	11	1	1	0	9	82	8	89	73	
New Hampshire	13	3	3	1	6	46	6	100	46	
Vermont	9	1	0	0	8	89	7	87	78	
Massachusetts	86	27	3	4	52	60	44	85	51	
Rhode Island	14	5	1	1	7	50	6	86	43	
Connecticut	43	9	4	0	30	70	28	93	65	
<u>Middle Atlantic Division</u>	423	88	51	4	280	66	212	76	50	
New York	250	62	27	4	157	63	113	72	45	
New Jersey	87	13	15	0	59	68	49	83	56	
Pennsylvania	86	13	9	0	64	74	50	78	58	
<u>NORTH CENTRAL REGION</u>	547	110	75	2	360	66	281	78	51	
<u>East North Central Division</u>	378	76	54	0	248	66	197	79	52	
Ohio	79	12	11	0	56	71	41	73	52	
Indiana	61	11	10	0	40	66	36	90	59	
Illinois	137	34	16	0	87	64	65	75	47	
Michigan	59	13	8	0	38	64	27	71	46	
Wisconsin	42	6	9	0	27	64	28	104	67	
<u>West North Central Division</u>	169	34	21	2	112	66	84	75	50	
Minnesota	32	8	5	0	19	59	16	84	50	
Iowa	40	3	4	0	33	82	29	88	72	
Missouri	52	15	9	0	28	54	22	79	42	
North Dakota	8	1	1	1	5	62	3	60	37	
South Dakota	5	1	0	0	4	80	2	50	40	
Nebraska	6	2	1	0	3	50	3	100	50	
Kansas	26	4	1	1	20	77	9	45	35	

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-14 (CONTINUED)

SERVICE: MARINE CORPS										EDUCATION: NON-HIGH SCHOOL GRADUATE				PERCENT OF TOTAL, CONTRACTED
TOTAL EXAMS	DISQUALIFIED		EXAMINEES CONTRACTED		PERCENT OF QUALIFIED, CONTRACTED									
	MENTAL	MEDICAL	OTHER	QUALIFIED										
<u>SOUTH REGION</u>	947	249	73	13	612	65%	470	77%	50%					
<u>South Atlantic Division</u>	541	150	43	4	344	64	257	79	50					
Delaware	9	2	1	0	6	67	3	50	33					
Maryland	15	2	2	0	11	73	10	91	67					
D.C.	1	0	0	0	1	100	1	100	100					
Virginia	51	16	5	0	30	59	19	63	37					
West Virginia	17	2	3	1	11	65	8	73	47					
North Carolina	81	25	6	2	48	59	31	65	38					
South Carolina	89	20	6	0	63	71	45	71	51					
Georgia	107	28	10	0	69	64	56	81	52					
Florida	171	55	10	1	105	61	84	80	49					
<u>East South Central Division</u>	184	49	9	6	120	65	96	80	52					
Kentucky	36	7	2	1	26	72	24	92	67					
Tennessee	50	17	1	0	32	64	23	72	46					
Alabama	66	16	3	2	45	68	35	78	53					
Mississippi	32	9	3	3	17	53	14	82	44					
<u>West South Central Division</u>	222	50	21	3	148	67	117	79	53					
Arkansas	30	12	1	0	17	57	11	65	37					
Louisiana	54	8	8	1	37	69	31	84	57					
Oklahoma	36	11	4	1	20	56	13	65	36					
Texas	102	19	8	1	74	73	62	84	61					
<u>WEST REGION</u>	492	123	45	4	320	65	254	79	52					
<u>Mountain Division</u>	67	19	9	0	39	58	24	62	39					
Montana	9	5	0	0	4	44	2	50	22					
Idaho	5	3	0	0	2	40	1	50	20					
Wyoming	0	0	0	0	0	0	0	0	0					
Colorado	19	6	3	0	10	53	4	40	21					
New Mexico	7	1	1	0	5	71	3	60	43					
Arizona	20	3	3	0	14	70	11	79	55					
Utah	5	1	2	0	2	40	2	100	40					
Nevada	2	0	0	0	2	100	1	50	50					

TABLE A-14 (CONTINUED)

SERVICE: MARINE CORPS EDUCATION: NON-HIGH SCHOOL GRADUATE									
	TOTAL EXAMS	DISQUALIFIED			QUALIFIED	EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED	
		MENTAL	MEDICAL	OTHER					
<u>Pacific Division</u>	425	104	36	4	281	66%	230	82%	54%
Washington	37	11	3	0	23	62	15	65	41
Oregon	30	3	5	0	22	73	21	95	70
California	351	87	28	4	232	66	191	82	54
Alaska	2	0	0	0	2	100	2	100	100
Hawaii	5	3	0	0	2	40	1	50	20
<u>U.S. SUBTOTAL</u>	2585	616	256	29	1684	65	1316	78	51
<u>TERRITORIES AND POSSESSIONS</u>									
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	1	0	0	0	1	100	1	100	100
<u>UNKNOWN</u>	3	0	0	0	3	100	2	67	67
<u>TOTAL U.S. APPLICANTS</u>	2589	616	256	29	1688	65%	1319	78%	51%

Source: DMDC.

TABLE A-15

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	SERVICE: MARINE CORPS			EDUCATION: GED		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹			
<u>NORTHEAST REGION</u>	62	12	6	2	42	68%	29	47%
<u>New England Division</u>	27	6	2	1	18	67	15	56
Maine	2	1	0	0	1	50	1	50
New Hampshire	3	0	0	0	3	100	2	67
Vermont	2	0	0	0	2	100	2	100
Massachusetts	13	3	2	0	8	62	5	38
Rhode Island	5	0	0	1	4	80	5	100
Connecticut	2	2	0	0	0	0	0	0
<u>Middle Atlantic Division</u>	35	6	4	1	24	69	14	40
New York	20	4	4	1	11	55	7	35
New Jersey	9	2	0	0	7	78	4	44
Pennsylvania	6	0	0	0	6	100	3	50
<u>NORTH CENTRAL REGION</u>	51	14	4	1	32	63	20	39
<u>East North Central Division</u>	34	10	1	0	23	68	12	35
Ohio	7	0	1	0	6	86	4	57
Indiana	4	0	0	0	4	100	0	0
Illinois	13	6	0	0	7	54	3	23
Michigan	7	3	0	0	4	57	3	43
Wisconsin	3	1	0	0	2	67	2	67
<u>West North Central Division</u>	17	4	3	1	9	53	8	47
Minnesota	2	1	1	0	0	0	0	0
Iowa	3	0	0	1	2	67	1	33
Missouri	6	1	0	0	5	83	5	83
North Dakota	3	2	1	0	0	0	1	33
South Dakota	0	0	0	0	0	0	0	0
Nebraska	2	0	0	0	2	100	1	50
Kansas	1	0	1	0	0	0	0	0

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-15 (CONTINUED)

	SERVICE: MARINE CORPS				EDUCATION: GED		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED			
<u>SOUTH REGION</u>	169	33	15	10	111	66%	71	42%
<u>South Atlantic Division</u>	79	17	7	4	51	65	29	37
Delaware	0	0	0	0	0	0	0	0
Maryland	5	1	1	0	3	60	1	20
D.C.	0	0	0	0	0	0	0	0
Virginia	2	0	0	0	2	100	0	0
West Virginia	2	1	0	0	1	50	0	0
North Carolina	13	2	1	2	8	62	8	62
South Carolina	8	0	1	0	7	87	4	50
Georgia	14	5	1	0	8	57	4	29
Florida	35	8	3	2	22	63	12	34
<u>East South Central Division</u>	37	11	3	3	20	54	16	43
Kentucky	6	1	1	1	3	50	3	50
Tennessee	16	2	2	2	10	62	9	56
Alabama	4	1	0	0	3	75	1	25
Mississippi	11	7	0	0	4	36	3	27
<u>West South Central Division</u>	53	5	5	3	40	75	26	49
Arkansas	2	0	0	0	2	100	1	50
Louisiana	5	0	1	0	4	80	2	40
Oklahoma	2	1	0	1	0	0	1	50
Texas	44	4	4	2	34	77	22	50
<u>WEST REGION</u>	62	13	11	4	34	55	30	48
<u>Mountain Division</u>	14	1	3	1	9	64	7	50
Montana	1	0	0	1	0	0	1	100
Idaho	0	0	0	0	0	0	0	0
Wyoming	0	0	0	0	0	0	0	0
Colorado	3	0	1	0	2	67	2	67
New Mexico	4	1	0	0	3	75	0	0
Arizona	5	0	2	0	3	60	3	60
Utah	0	0	0	0	0	0	0	0
Nevada	1	0	0	0	1	100	1	100

TABLE A-15 (CONTINUED)

	TOTAL EXAMS	SERVICE: MARINE CORPS			EDUCATION: GED			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	OTHER	QUALIFIED	EXAMINEES CONTRACTED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED		
<u>Pacific Division</u>	48	12	8	3	25	52%	23	92%	48%
Washington	3	1	0	0	2	67	1	50	33
Oregon	3	2	0	0	1	33	1	100	33
California	40	9	8	3	20	50	19	95	47
Alaska	1	0	0	0	1	100	1	100	100
Hawaii	1	0	0	0	1	100	1	100	100
<u>U.S. SUBTOTAL</u>	344	72	36	17	219	64	150	68	44
<u>TERRITORIES AND POSSESSIONS</u>									
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	5	2	0	0	3	60	3	100	60
<u>UNKNOWN</u>	0	0	0	0	0	0	0	0	0
<u>TOTAL U.S. APPLICANTS</u>	349	74	36	17	222	64%	153	69%	44%

Source: DMDC.

TABLE A-16

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	SERVICE: MARINE CORPS			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹			
<u>NORTHEAST REGION</u>	12641	958	1580	224	9879	8103	78%	82%	64%
<u>New England Division</u>	3066	241	344	87	2394	1949	78	81	64
Maine	375	24	58	5	288	256	77	89	68
New Hampshire	274	11	32	9	222	186	81	84	68
Vermont	189	12	23	1	153	119	81	78	63
Massachusetts	1379	117	131	46	1085	830	79	76	60
Rhode Island	222	18	20	9	175	142	79	81	64
Connecticut	627	59	80	17	471	416	75	88	66
<u>Middle Atlantic Division</u>	9575	717	1236	137	7485	6154	78	82	64
New York	4469	337	624	80	3428	2893	77	84	65
New Jersey	1592	140	191	21	1240	1051	78	85	66
Pennsylvania	3514	240	421	36	2817	2210	80	78	63
<u>NORTH CENTRAL REGION</u>	19306	1351	2556	212	15187	12403	79	82	64
<u>East North Central Division</u>	14151	1041	1914	158	11038	9018	78	82	64
Ohio	3381	204	473	53	2651	2145	78	81	63
Indiana	2073	170	289	21	1593	1278	77	80	62
Illinois	3617	327	462	49	2779	2281	77	82	63
Michigan	3288	226	394	20	2648	2192	81	83	67
Wisconsin	1792	114	296	15	1367	1122	76	82	63
<u>West North Central Division</u>	5155	310	642	54	4149	3385	80	82	66
Minnesota	995	40	138	3	814	705	82	87	71
Iowa	910	39	91	13	767	618	84	81	68
Missouri	1547	127	203	14	1203	981	78	82	63
North Dakota	220	10	38	2	170	157	77	92	71
South Dakota	243	10	32	4	197	174	81	88	72
Nebraska	644	41	65	9	529	396	82	75	61
Kansas	596	43	75	9	469	354	79	75	59

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-16 (CONTINUED)

	SERVICE: MARINE CORPS			EDUCATION: TOTAL EDUCATION		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED	
	TOTAL EXAMS	DISQUALIFIED MENTAL MEDICAL OTHER	QUALIFIED	EXAMINEES CONTRACTED				
<u>SOUTH REGION</u>	22939	2395	2500	272	17772	79%	15478	67%
<u>South Atlantic Division</u>	11538	1404	1180	142	8812	76	6518	56
Delaware	210	15	21	3	171	81	119	57
Maryland	1048	79	120	15	834	80	704	67
D.C.	125	16	12	0	97	78	72	58
Virginia	1548	167	169	10	1202	78	802	52
West Virginia	688	53	94	9	532	77	414	60
North Carolina	1798	229	184	36	1349	75	950	53
South Carolina	970	143	96	13	718	74	506	52
Georgia	1757	263	177	13	1304	74	956	54
Florida	3394	439	307	43	2605	77	1995	59
<u>East South Central Division</u>	3844	465	491	67	2821	73	2303	60
Kentucky	973	96	134	11	732	75	605	62
Tennessee	1090	117	135	8	830	76	701	64
Alabama	1046	121	155	18	752	72	615	59
Mississippi	735	131	67	30	507	69	382	52
<u>West South Central Division</u>	7557	526	829	63	6139	81	4765	63
Arkansas	650	96	60	10	484	74	383	59
Louisiana	1343	105	157	9	1072	80	820	61
Oklahoma	792	34	131	9	618	78	493	62
Texas	4772	291	481	35	3965	83	3069	64
<u>WEST REGION</u>	14032	930	1743	147	11212	80	9227	66
<u>Mountain Division</u>	4051	195	492	40	3324	82	2704	67
Montana	217	18	41	3	155	71	121	56
Idaho	418	11	57	5	345	83	310	74
Wyoming	149	2	18	1	128	86	109	73
Colorado	874	35	78	6	755	86	627	72
New Mexico	486	31	63	5	387	80	293	60
Arizona	1338	74	176	10	1078	81	870	65
Utah	283	15	35	7	226	80	175	62
Nevada	286	9	24	3	250	87	199	70

TABLE A-16 (CONTINUED)

	SERVICE: MARINE CORPS			EDUCATION: TOTAL EDUCATION			PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	EXAMINEES CONTRACTED	QUALIFIED	CONTRACTED	QUALIFIED, CONTRACTED	
	MENTAL	MEDICAL	OTHER				
<u>Pacific Division</u>	9981	735	1251	107	7888	79%	65%
Washington	1455	79	196	12	1168	80	62
Oregon	989	53	180	4	752	76	74
California	7124	536	821	85	5682	80	66
Alaska	193	24	21	2	146	76	53
Hawaii	220	43	33	4	140	64	41
<u>U.S. SUBTOTAL</u>	<u>68918</u>	<u>5634</u>	<u>8379</u>	<u>855</u>	<u>54050</u>	<u>78</u>	<u>63</u>
<u>TERRITORIES AND POSSESSIONS</u>							
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	192	74	17	6	94	49	43
<u>UNKNOWN</u>	69	5	5	1	58	84	74
<u>TOTAL U.S. APPLICANTS</u>	<u>69179</u>	<u>5713</u>	<u>8401</u>	<u>862</u>	<u>54202</u>	<u>78%</u>	<u>63%</u>

TABLE A-17

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: AIR FORCE				EDUCATION: HIGH SCHOOL SENIORS		EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	QUALIFIED			
<u>NORTHEAST REGION</u>	8723	1388	812	47	6476	75%	4669	72%	54%
<u>New England Division</u>	2653	418	249	21	1965	74	1382	70	52
Maine	441	39	48	3	351	80	236	67	54
New Hampshire	306	27	28	2	249	81	161	65	53
Vermont	191	18	17	3	153	80	108	71	57
Massachusetts	1020	177	88	7	748	73	528	71	52
Rhode Island	154	32	9	4	109	71	90	83	58
Connecticut	541	125	59	2	355	66	259	73	48
<u>Middle Atlantic Division</u>	6070	970	563	26	4511	74	3287	73	54
New York	2512	385	251	13	1863	74	1293	69	52
New Jersey	1132	267	79	8	778	69	547	70	48
Pennsylvania	2426	318	233	5	1870	77	1447	77	60
<u>NORTH CENTRAL REGION</u>	11182	1279	1216	45	8642	77	6531	76	58
<u>East North Central Division</u>	8108	1013	931	32	6132	76	4683	76	58
Ohio	2693	364	310	16	2003	74	1592	79	59
Indiana	1228	162	162	5	899	73	688	77	56
Illinois	1405	182	125	6	1092	78	806	74	57
Michigan	1754	239	172	3	1340	76	931	69	53
Wisconsin	1028	66	162	2	798	78	666	83	65
<u>West North Central Division</u>	3074	266	285	13	2510	82	1848	74	60
Minnesota	987	82	98	2	805	82	530	66	54
Iowa	573	36	49	5	483	84	386	80	67
Missouri	728	91	76	4	557	77	412	74	57
North Dakota	105	5	11	0	89	85	59	66	56
South Dakota	202	11	14	1	176	37	160	91	79
Nebraska	298	28	18	1	251	84	196	78	66
Kansas	181	13	19	0	149	82	105	70	58

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-17 (CONTINUED)

	SERVICE: AIR FORCE				EDUCATION: HIGH SCHOOL SENIORS				PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED				
<u>SOUTH REGION</u>	10057	1472	928	59	7598	76%	5797	76%	58%	
<u>South Atlantic Division</u>	5554	771	453	31	4299	77	3173	74	57	
Delaware	160	10	22	2	126	79	97	77	61	
Maryland	530	47	47	1	435	82	362	83	68	
D.C.	51	7	3	0	41	80	32	78	63	
Virginia	816	120	65	1	630	77	454	72	56	
West Virginia	413	37	33	2	341	83	257	75	62	
North Carolina	784	152	58	2	572	73	339	59	43	
South Carolina	612	117	50	8	437	71	327	75	53	
Georgia	837	147	64	5	621	74	465	75	56	
Florida	1351	134	111	10	1096	81	840	77	62	
<u>East South Central Division</u>	1874	275	215	18	1366	73	1087	80	58	
Kentucky	535	80	55	5	395	74	289	73	54	
Tennessee	485	67	54	4	360	74	294	82	61	
Alabama	535	54	67	5	409	76	341	83	64	
Mississippi	319	74	39	4	202	63	163	81	51	
<u>West South Central Division</u>	2629	426	260	10	1933	74	1537	80	58	
Arkansas	407	81	40	4	282	69	219	78	54	
Louisiana	393	75	39	1	278	71	230	83	59	
Oklahoma	344	64	34	2	244	71	193	79	56	
Texas	1485	206	147	3	1129	76	895	79	60	
<u>WEST REGION</u>	5160	492	531	43	4094	79	3103	76	60	
<u>Mountain Division</u>	1568	124	161	9	1274	81	1017	80	65	
Montana	232	9	19	0	204	88	168	82	72	
Idaho	152	5	23	1	123	81	103	84	68	
Wyoming	81	4	5	1	71	88	62	87	77	
Colorado	343	30	37	2	274	80	213	78	62	
New Mexico	230	35	20	2	173	75	130	75	57	
Arizona	283	28	34	2	219	77	171	78	60	
Utah	134	10	11	0	113	84	89	79	66	
Nevada	113	3	12	1	97	86	81	84	72	

SERVICE: AIR FORCE EDUCATION: HIGH SCHOOL SENIORS

SERVICE: AIR FORCE										EDUCATION: HIGH SCHOOL SENIORS			PERCENT OF
TOTAL EXAMS	DISQUALIFIED			OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED					
	MENTAL	MEDICAL											
<u>Pacific Division</u>	3592	368	370	34	2820	79%	2086	74%	58%				
Washington	638	48	56	6	528	83	403	76	63				
Oregon	461	32	70	3	356	77	269	76	58				
California	2299	277	208	24	1790	78	1301	73	57				
Alaska	33	5	4	0	24	73	15	62	45				
Hawaii	161	6	32	1	122	76	98	80	61				
<u>U.S. SUBTOTAL</u>	35122	4631	3487	194	26810	70	20100	75	57				
<u>TERRITORIES AND POSSESSIONS</u>													
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	62	18	11	0	33	53	27	82	44				
<u>UNKNOWN</u>	50	8	2	0	40	80	8	20	16				
<u>TOTAL U.S. APPLICANTS</u>	35188	4657	3500	194	26883	76%	20135	75%	57%				

TABLE A-18

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: AIR FORCE			EDUCATION: HIGH SCHOOL GRADUATE			PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	EXAMINEES CONTRACTED ¹	QUALIFIED	CONTRACTED		
<u>NORTHEAST REGION</u>	16922	2332	1830	203	12557	74%	8529	50%
<u>New England Division</u>	3849	496	449	55	2849	74	1884	49
Maine	604	44	99	5	456	75	299	50
New Hampshire	361	33	36	4	288	80	186	52
Vermont	204	20	19	2	163	80	100	49
Massachusetts	1565	209	159	32	1165	74	763	49
Rhode Island	252	30	24	3	195	77	141	56
Connecticut	863	160	112	9	582	67	395	46
<u>Middle Atlantic Division</u>	13073	1836	1381	148	9708	74	6645	51
New York	5923	852	639	72	4360	74	2980	50
New Jersey	2069	406	172	27	1464	71	943	46
Pennsylvania	5081	578	570	49	3884	76	2722	54
<u>NORTH CENTRAL REGION</u>	24086	2573	2666	228	18619	77	12560	52
<u>East North Central Division</u>	17003	1989	1952	164	12898	76	8686	51
Ohio	4837	646	620	48	3523	73	2411	50
Indiana	2762	282	339	38	2103	76	1472	53
Illinois	3988	494	407	45	3042	76	2027	51
Michigan	3657	449	356	18	2834	77	1796	49
Wisconsin	1759	118	230	15	1396	79	980	56
<u>West North Central Division</u>	7083	584	714	64	5721	81	3874	55
Minnesota	1454	72	185	12	1185	81	794	55
Iowa	1153	58	99	10	986	86	682	59
Missouri	2135	255	225	18	1637	77	1173	55
North Dakota	289	27	27	5	230	80	129	45
South Dakota	348	15	27	5	301	86	196	56
Nebraska	880	78	70	8	724	82	455	52
Kansas	824	79	81	6	658	80	445	54

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-18 (CONTINUED)

	SERVICE: AIR FORCE			EDUCATION: HIGH SCHOOL GRADUATE			EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	OTHER	QUALIFIED	OTHER	QUALIFIED			
<u>SOUTH REGION</u>	39875	6066	3534	415	29860	75%	19293	65%	48%
<u>South Atlantic Division</u>	19013	2776	1552	213	14472	76	9185	63	48
Delaware	261	34	22	2	203	78	140	69	54
Maryland	1687	233	155	24	1275	76	896	70	53
D.C.	201	30	15	3	153	76	96	63	48
Virginia	3001	441	263	23	2274	76	1382	61	46
West Virginia	1160	139	94	12	915	79	619	68	53
North Carolina	3049	477	254	43	2275	75	1398	61	46
South Carolina	1708	351	146	23	1188	70	695	58	41
Georgia	2822	532	207	33	2050	73	1269	62	45
Florida	5124	539	396	50	4139	81	2690	65	52
<u>East South Central Division</u>	6982	1118	660	84	5120	73	3305	65	47
Kentucky	1456	184	159	11	1102	76	721	65	50
Tennessee	2277	322	216	28	1711	75	1152	67	51
Alabama	1911	286	197	21	1407	74	857	61	45
Mississippi	1338	326	88	24	900	67	575	64	43
<u>West South Central Division</u>	13880	2172	1322	118	10268	74	6803	66	49
Arkansas	1378	257	123	14	984	71	655	67	48
Louisiana	2711	594	238	17	1862	69	1224	66	45
Oklahoma	1868	275	204	19	1370	73	930	68	50
Texas	7923	1046	757	68	6052	76	3994	66	50
<u>WEST REGION</u>	18600	1667	1920	198	14815	80	10195	69	55
<u>Mountain Division</u>	6165	466	616	69	5014	81	3557	71	58
Montana	604	28	58	4	514	85	375	73	62
Idaho	617	41	81	9	486	79	343	71	56
Wyoming	208	7	22	0	179	86	135	75	65
Colorado	1637	119	164	20	1334	81	992	74	61
New Mexico	828	81	91	7	649	78	407	63	49
Arizona	1395	140	116	19	1120	80	769	69	55
Utah	507	20	45	6	436	86	313	72	62
Nevada	369	30	39	4	296	80	223	75	60

TABLE A-18 (CONTINUED)

	SERVICE: AIR FORCE		EDUCATION: HIGH SCHOOL GRADUATE		EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL	OTHER			
Pacific Division	12435	1201	1304	129	9801	79%	
Washington	1975	143	217	23	1592	81	68%
Oregon	1162	61	150	6	945	81	68
California	8565	922	823	90	6730	79	66
Alaska	160	16	13	3	128	80	68
Hawaii	573	59	101	7	406	71	70
							67
<u>U.S. SUBTOTAL</u>	99483	12638	9950	1044	75851	76	67
<u>TERRITORIES AND POSSESSIONS</u>							
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	487	99	46	6	336	69	72
<u>UNKNOWN</u>	458	73	4	6	375	82	19
<u>TOTAL U.S. APPLICANTS</u>	100428	12810	10000	1056	76562	76%	66%
					50891		51%

Source: DMDC.

TABLE A-19

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: AIR FORCE			EDUCATION: NON HIGH SCHOOL GRADUATE			PERCENT OF QUALIFIED, CONTRACTED ¹	EXAMINEES CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	OTHER			
<u>NORTHEAST REGION</u>	407	136	33	8	230	57%	146	63%	36%
<u>New England Division</u>	114	29	11	2	72	63	49	68	43
Maine	8	1	2	1	4	50	1	25	12
New Hampshire	19	2	3	0	14	74	10	71	53
Vermont	5	1	1	0	3	60	3	100	60
Massachusetts	51	17	4	1	29	57	20	69	39
Rhode Island	10	1	1	0	8	80	4	50	40
Connecticut	21	7	0	0	14	67	11	79	52
<u>Middle Atlantic Division</u>	293	107	22	6	158	54	97	61	33
New York	170	71	14	5	80	47	45	56	26
New Jersey	56	20	4	0	32	57	22	69	39
Pennsylvania	67	16	4	1	46	69	30	65	45
<u>NORTH CENTRAL REGION</u>	463	143	49	5	266	57	177	67	38
<u>East North Central Division</u>	363	121	40	4	198	55	131	66	36
Ohio	134	48	14	1	71	53	52	73	39
Indiana	78	26	7	1	44	56	27	61	35
Illinois	83	23	6	2	52	63	33	63	40
Michigan	48	15	10	0	23	48	15	65	31
Wisconsin	20	9	3	0	8	40	4	50	20
<u>West North Central Division</u>	100	22	9	1	68	68	46	68	46
Minnesota	14	2	2	0	10	71	10	100	71
Iowa	31	4	1	0	26	84	19	73	61
Missouri	24	5	1	0	18	75	8	44	33
North Dakota	1	1	0	0	0	0	0	0	0
South Dakota	5	1	1	0	3	60	2	67	40
Nebraska	14	5	3	1	5	36	4	80	29
Kansas	11	4	1	0	6	55	3	50	27

1 Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-19 (CONTINUED)

SERVICE: AIR FORCE		EDUCATION: NON HIGH SCHOOL GRADUATE					PERCENT OF	
TOTAL EXAMS	MENTAL	DISQUALIFIED		OTHER	QUALIFIED	EXAMINEES CONTRACTED	QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		MENTAL	MEDICAL					
SOUTH REGION	500	171	33	4	292	58%	187	37%
<u>South Atlantic Division</u>	226	61	10	1	154	68	94	42
Delaware	10	2	0	0	8	80	6	60
Maryland	12	2	1	0	9	75	8	67
D.C.	1	0	0	0	1	100	1	100
Virginia	38	14	0	0	24	63	16	42
West Virginia	13	2	2	0	9	69	10	77
North Carolina	22	11	0	0	11	50	5	23
South Carolina	32	5	2	0	25	78	11	34
Georgia	45	13	3	0	29	64	15	33
Florida	53	12	2	1	38	72	22	42
<u>East South Central Division</u>	95	42	7	2	44	46	28	29
Kentucky	16	7	1	1	7	44	5	31
Tennessee	37	14	3	0	20	54	12	32
Alabama	24	9	3	1	11	46	8	33
Mississippi	18	12	0	0	6	33	3	17
<u>West South Central Division</u>	179	68	16	1	94	53	65	36
Arkansas	32	16	2	0	14	44	5	16
Louisiana	30	13	1	0	16	53	11	37
Oklahoma	38	16	3	0	19	50	14	37
Texas	79	23	10	1	45	57	35	44
WEST REGION	264	66	18	3	177	67	111	42
<u>Mountain Division</u>	63	15	6	1	41	63	27	43
Montana	8	3	0	0	5	62	1	12
Idaho	4	1	0	0	3	75	2	50
Wyoming	1	0	0	0	1	100	1	100
Colorado	1	0	0	0	1	100	0	0
New Mexico	7	1	1	0	5	71	3	43
Arizona	31	7	4	1	19	61	14	45
Utah	2	1	0	0	1	50	1	50
Nevada	9	2	1	0	6	67	5	55

TABLE A-19 (CONTINUED)

SERVICE: AIR FORCE		EDUCATION: NON HIGH SCHOOL GRADUATE				EXAMINEES		PERCENT OF		PERCENT OF	
TOTAL EXAMS	DISQUALIFIED	OTHER		QUALIFIED	68%	84	62%	42%	38	0	33
		MENTAL	MEDICAL								
Pacific Division	201	51	12	2	136	84	62%	42%	38	0	33
Washington	25	5	1	0	19	9	47	36	38	0	33
Oregon	16	5	1	0	10	6	60	37	38	0	33
California	155	39	9	2	105	67	64	43	38	0	33
Alaska	1	1	0	0	0	0	0	0	38	0	33
Hawaii	4	1	1	0	2	2	100	50	38	0	33
<u>U.S. SUBTOTAL</u>	1634	516	133	20	965	621	64	38	0	33	33
<u>TERRITORIES AND POSSESSIONS</u>	1	0	0	0	1	0	0	0	0	0	0
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)											
<u>UNKNOWN</u>	3	1	0	0	2	1	50	33	0	0	0
<u>TOTAL U.S. APPLICANTS</u>	1638	517	133	20	968	622	64%	38%	0	0	0

SOURCE: DMDC.

TABLE A-20

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	SERVICE: AIR FORCE				EDUCATION: GED		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
<u>NORTHEAST REGION</u>	617	245	41	13	318	179	56%	29%
<u>New England Division</u>	134	48	8	1	77	49	64	37
Maine	14	6	0	0	8	3	37	21
New Hampshire	19	6	0	0	13	5	38	26
Vermont	3	2	0	0	1	1	100	33
Massachusetts	66	22	4	1	39	26	67	39
Rhode Island	7	5	0	0	2	2	100	29
Connecticut	25	7	4	0	14	12	86	48
<u>Middle Atlantic Division</u>	483	197	33	12	241	130	54	27
New York	304	121	19	9	155	77	50	25
New Jersey	56	24	4	0	28	14	50	25
Pennsylvania	123	52	10	3	58	39	67	32
<u>NORTH CENTRAL REGION</u>	349	85	25	3	236	125	53	36
<u>East North Central Division</u>	234	64	17	2	151	82	54	35
Ohio	66	21	3	2	40	25	62	38
Indiana	33	14	2	0	17	9	53	27
Illinois	61	16	6	0	39	17	44	28
Michigan	50	8	3	0	39	22	56	44
Wisconsin	24	5	3	0	16	9	56	37
<u>West North Central Division</u>	115	21	8	1	85	43	51	38
Minnesota	16	3	0	0	13	9	69	56
Iowa	12	3	1	0	8	6	75	50
Missouri	51	8	2	1	40	17	42	33
North Dakota	0	0	0	0	0	0	0	0
South Dakota	8	3	0	0	5	2	40	25
Nebraska	17	1	4	0	12	5	42	29
Kansas	11	3	1	0	7	4	57	36

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-20 (CONTINUED)

	SERVICE: AIR FORCE				EDUCATION: GED		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED		
<u>SOUTH REGION</u>	828	265	46	11	506	253	50%	31%
<u>South Atlantic Division</u>	282	72	18	3	189	93	49	33
Delaware	8	4	0	0	4	2	50	25
Maryland	17	6	3	1	7	6	86	35
D.C.	6	2	1	0	3	0	0	0
Virginia	33	6	3	0	24	14	58	42
West Virginia	9	3	0	0	6	3	50	33
North Carolina	21	4	0	1	16	8	50	38
South Carolina	31	10	1	0	20	7	35	23
Georgia	44	15	2	0	27	11	41	25
Florida	113	22	8	1	82	42	51	37
<u>East South Central Division</u>	135	57	5	4	69	31	45	23
Kentucky	19	9	0	0	10	4	40	21
Tennessee	53	23	3	1	26	14	54	26
Alabama	27	2	0	1	24	9	37	33
Mississippi	36	23	2	2	9	4	44	11
<u>West South Central Division</u>	411	136	23	4	248	129	52	31
Arkansas	64	29	3	0	32	12	37	19
Louisiana	46	18	4	0	24	13	54	28
Oklahoma	37	7	2	0	28	20	71	54
Texas	264	82	14	4	164	84	51	32
<u>WEST REGION</u>	271	76	26	2	167	102	61	38
<u>Mountain Division</u>	94	26	6	0	62	40	65	43
Montana	5	1	0	0	4	2	50	40
Idaho	3	1	0	0	2	1	50	33
Wyoming	5	2	1	0	2	2	100	40
Colorado	34	8	2	0	24	13	54	38
New Mexico	26	9	1	0	16	11	69	42
Arizona	14	4	2	0	8	8	100	57
Utah	1	0	0	0	1	0	0	0
Nevada	6	1	0	0	5	3	60	50

TABLE A-20 (CONTINUED)

	TOTAL EXAMS	SERVICE: AIR FORCE			EDUCATION: GED		EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED			
<u>Pacific Division</u>	177	50	20	2	2	105	59%	62	35%
Washington	29	11	3	1	1	14	48	7	24
Oregon	36	18	4	0	0	14	39	6	17
California	104	20	12	1	1	71	68	45	43
Alaska	4	1	0	0	0	3	75	2	50
Hawaii	4	0	1	0	0	3	75	2	50
<u>U.S. SUBTOTAL</u>	2065	671	138	29	29	1227	59	659	32
<u>TERRITORIES AND POSSESSIONS</u>									
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	7	2	0	0	0	5	71	5	71
<u>UNKNOWN</u>	14	2	0	0	1	11	79	2	14
<u>TOTAL U.S. APPLICANTS</u>	2086	675	138	30	30	1243	60%	666	32%

Source: DMDC.

TABLE A-21

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	SERVICE: AIR FORCE			EDUCATION: TOTAL EDUCATION			PERCENT OF QUALIFIED, CONTRACTED ¹	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED ¹		
<u>NORTHEAST REGION</u>	26669	4101	2716	271	19581	73%	13523	69%	51%
<u>New England Division</u>									
Maine	6750	991	717	79	4963	74	3364	68	50
New Hampshire	1067	90	149	9	819	77	539	66	50
Vermont	705	68	67	6	564	80	362	64	51
Massachusetts	403	41	37	5	320	79	212	66	53
Rhode Island	2702	425	255	41	1981	73	1337	67	49
Connecticut	423	68	34	7	314	74	237	75	56
	1450	299	175	11	965	67	677	70	47
<u>Middle Atlantic Division</u>									
New York	19919	3110	1999	192	14618	73	10159	69	51
New Jersey	8909	1429	923	99	6458	72	4395	68	49
Pennsylvania	3313	717	259	35	2302	69	1526	66	46
	7697	964	817	58	5858	76	4238	72	55
<u>NORTH CENTRAL REGION</u>	36080	4080	3956	281	27763	77	19393	70	54
<u>East North Central Division</u>									
Ohio	25708	3187	2940	202	19379	75	13582	70	53
Indiana	7730	1079	947	67	5637	73	4080	72	53
Illinois	4101	484	510	44	3063	75	2196	72	54
Michigan	5537	715	544	53	4225	76	2883	68	52
Wisconsin	5509	711	541	21	4236	77	2764	65	50
	2831	198	398	17	2218	78	1659	75	59
<u>West North Central Division</u>									
Minnesota	10372	893	1016	79	8384	81	5811	69	56
Iowa	2471	159	285	14	2013	81	1343	67	54
Missouri	1769	101	150	15	1503	85	1093	73	62
North Dakota	2938	359	304	23	2252	77	1610	71	55
South Dakota	395	33	38	5	319	81	188	59	48
Nebraska	563	30	42	6	485	86	360	74	64
Kansas	1209	112	95	10	992	82	660	67	55
	1027	99	102	6	820	80	557	68	54

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-21 (CONTINUED)

	SERVICE: AIR FORCE			EDUCATION: TOTAL EDUCATION		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	OTHER	QUALIFIED	EXAMINEES CONTRACTED		
<u>SOUTH REGION</u>	51260	7974	4541	489	38256	75%	50%
<u>South Atlantic Division</u>	25075	3680	2033	248	19114	76	66
Delaware	439	50	44	4	341	78	72
Maryland	2246	288	206	26	1726	77	74
D.C.	259	39	19	3	198	76	65
Virginia	3888	581	331	24	2952	76	63
West Virginia	1595	181	129	14	1271	80	70
North Carolina	3876	644	312	46	2874	74	61
South Carolina	2383	483	199	31	1670	70	62
Georgia	3748	707	276	38	2727	73	65
Florida	6641	707	517	62	5355	81	67
					25530		
<u>East South Central Division</u>	9086	1492	887	108	6599	73	67
Kentucky	2026	280	215	17	1514	75	67
Tennessee	2852	426	276	33	2117	74	70
Alabama	2497	351	267	28	1851	74	66
Mississippi	1711	435	129	30	1117	65	67
					4451		
<u>West South Central Division</u>	17099	2802	1621	133	12543	73	68
Arkansas	1881	383	168	18	1312	70	68
Louisiana	3180	700	282	18	2180	69	68
Oklahoma	2287	362	243	21	1661	73	70
Texas	9751	1357	928	76	7390	76	68
					5008		
<u>WEST REGION</u>	24295	2301	2495	246	19253	79	70
					13511		
<u>Mountain Division</u>	7890	631	789	79	6391	81	73
Montana	849	41	77	4	727	86	75
Idaho	776	48	104	10	614	79	73
Wyoming	295	13	28	1	253	86	79
Colorado	2015	157	203	22	1633	81	75
New Mexico	1091	126	113	9	843	77	65
Arizona	1723	179	156	22	1366	79	70
Utah	644	31	56	6	551	86	73
Nevada	497	36	52	5	404	81	77
					4641		
					546		
					449		
					200		
					1218		
					551		
					962		
					403		
					312		

TABLE A-21 (CONTINUED)

	SERVICE: AIR FORCE			EDUCATION: TOTAL EDUCATION		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	OTHER	QUALIFIED	EXAMINEES CONTRACTED		
Pacific Division	16405	1670	1706	12862	8870	69%	54%
Washington	2667	207	277	2153	1500	70	56
Oregon	1675	116	225	1325	903	68	54
California	11123	1258	1052	8696	5985	69	54
Alaska	198	23	17	155	106	68	54
Hawaii	742	66	135	533	376	71	51
<u>U.S. SUBTOTAL</u>	<u>138304</u>	<u>18456</u>	<u>13708</u>	<u>1287 104853</u>	<u>71957</u>	<u>69</u>	<u>52</u>
<u>TERRITORIES AND POSSESSIONS</u>							
(American Samoa, Canal Zone, Guam, Puerto Rico and Virgin Islands)	557	119	57	6 375 67	274	73	49
<u>UNKNOWN</u>	525	84	6	7 428 82	83	19	16
<u>TOTAL U.S. APPLICANTS</u>	<u>139386</u>	<u>18659</u>	<u>13771</u>	<u>1300 105656</u>	<u>72314</u>	<u>68%</u>	<u>52%</u>

TABLE A-22

**OUTCOME OF APPLICATION PROCESS FOR FY 1986 NON-PRIOR SERVICE APPLICANTS
BY CENSUS REGION, CENSUS DIVISION, AND STATE**

	TOTAL EXAMS	SERVICE: DOD			EDUCATION: TOTAL		EXAMINEES CONTRACTED ¹	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
		DISQUALIFIED	OTHER	QUALIFIED					
		MENTAL	MEDICAL						
<u>NORTHEAST REGION</u>	131935	14143	16351	1982	99459	75%	65271	66%	49%
<u>New England Division</u>	30104	2840	3633	470	23161	77	14787	64	49
Maine	4865	372	662	38	3793	78	2318	61	48
New Hampshire	2870	226	329	41	2274	79	1472	65	51
Vermont	1736	155	217	29	1335	77	906	68	52
Massachusetts	11741	1162	1246	241	9992	77	5661	62	48
Rhode Island	2121	206	208	41	1666	79	1103	66	52
Connecticut	6771	719	971	80	5001	74	3327	67	49
<u>Middle Atlantic Division</u>	101831	11303	12718	1512	76298	75	50484	66	50
New York	47484	5385	5946	836	35317	74	22916	65	48
New Jersey	16468	2124	1823	238	12283	75	7973	65	48
Pennsylvania	37879	3794	4949	438	28698	76	19595	68	52
<u>NORTH CENTRAL REGION</u>	192728	18384	24319	2430	147595	77	99097	67	51
<u>East North Central Division</u>	138007	14203	17652	1707	104445	76	70052	67	51
Ohio	37926	3819	5091	488	28528	75	19445	68	51
Indiana	19116	2035	2543	287	14251	75	9794	69	51
Illinois	33441	4027	4054	499	24861	74	16411	66	49
Michigan	31651	3229	3634	281	24507	77	15959	65	50
Wisconsin	15873	1093	2330	152	12298	77	8443	69	53
<u>West North Central Division</u>	54721	4181	6667	723	43150	79	29045	67	53
Minnesota	12057	711	1587	142	9617	80	6579	68	55
Iowa	9597	596	1015	137	7849	82	5451	69	57
Missouri	17159	1769	2149	229	13012	76	8438	65	49
North Dakota	1991	133	267	22	1569	79	1071	68	54
South Dakota	2397	140	262	40	1955	82	1389	71	58
Nebraska	5343	367	556	79	4341	81	2922	67	55
Kansas	6177	465	831	74	4807	78	3195	66	52

¹ Some examinees may be granted medical or other waivers to qualify them for enlistment.

TABLE A-22 (CONTINUED)

	SERVICE: DOD				EDUCATION: TOTAL			EXAMINEES CONTRACTED	PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED MENTAL	DISQUALIFIED MEDICAL	OTHER	QUALIFIED	76%	127937			
<u>SOUTH REGION</u>	264963	30729	28939	3562	201733	76%	127937	63%	48%	
<u>South Atlantic Division</u>	130660	14629	13582	1847	100602	77	63204	63	48	
Delaware	2144	219	212	29	1684	79	1038	62	48	
Maryland	12737	1446	1433	168	9690	76	6267	65	49	
D.C.	1753	342	156	39	1216	69	688	57	39	
Virginia	18272	1955	1991	180	14146	77	8616	61	47	
West Virginia	7596	951	863	81	5701	75	3659	64	48	
North Carolina	20831	2554	2304	336	15637	75	9331	60	45	
South Carolina	12093	1604	982	212	9295	77	5487	59	45	
Georgia	19348	2322	1901	254	14871	77	9823	66	51	
Florida	35886	3236	3740	548	28362	79	18295	64	51	
<u>East South Central Division</u>	49732	6671	5636	745	36680	74	23568	64	47	
Kentucky	11501	1319	1478	119	8585	75	5658	66	49	
Tennessee	14379	1735	1698	194	10752	75	7180	67	50	
Alabama	13972	1802	1621	229	10320	74	6648	64	48	
Mississippi	9880	1815	839	203	7023	71	4082	58	41	
<u>West South Central Division</u>	84571	9429	9721	970	64451	76	41165	64	49	
Arkansas	8733	1248	954	105	6426	74	4277	67	49	
Louisiana	15957	2038	1798	157	11964	75	7409	62	46	
Oklahoma	9657	982	1418	115	7142	74	4735	66	49	
Texas	50224	5161	5551	593	38919	78	24744	64	49	
<u>WEST REGION</u>	132752	9630	16089	1905	105128	79	71241	68	54	
<u>Mountain Division</u>	40867	2562	4837	613	32855	80	22314	68	54	
Montana	3376	188	444	41	2703	80	1899	70	56	
Idaho	3728	167	562	57	2942	79	2129	72	57	
Wyoming	1656	60	183	23	1390	84	1102	79	67	
Colorado	10110	599	1134	158	8219	81	5560	68	55	
New Mexico	5271	411	691	74	4095	78	2753	67	52	
Arizona	10552	774	1204	150	8424	80	5559	66	53	
Utah	3335	200	338	64	2733	82	1699	62	51	
Nevada	2839	163	281	46	2349	83	1613	69	57	

TABLE A-22 (CONTINUED)

	SERVICE: DOD				EDUCATION: TOTAL		PERCENT OF QUALIFIED, CONTRACTED	PERCENT OF TOTAL, CONTRACTED
	TOTAL EXAMS	DISQUALIFIED	MENTAL	MEDICAL	OTHER	QUALIFIED	EXAMINEES CONTRACTED	
<u>Pacific Division</u>	91885	7068	11252	1292	72273	79%	48927	53%
Washington	14171	769	1907	174	11321	80	7794	55
Oregon	10214	569	1644	76	7925	78	5484	54
California	63187	5304	7034	989	49860	79	33635	53
Alaska	1248	92	154	16	986	79	660	53
Hawaii	3065	334	513	37	2181	71	1354	44
<u>U.S. SUBTOTAL</u>	722378	72886	85698	9879	553915	77	363546	50
<u>TERRITORIES AND POSSESSIONS</u>								
(American Samoa, Canal Zone, 7652 Guam, Puerto Rico and Virgin Islands)	2159	679	164	4659	61	2476	53	32
<u>UNKNOWN</u>	1103	146	37	74	846	77	341	31
<u>TOTAL U.S. APPLICANTS</u>	731133	75191	86414	10117	559420	77%	366363	50%

FIGURE A-1

Percent of FY 1986 Army Applicants Aptitudinally Disqualified

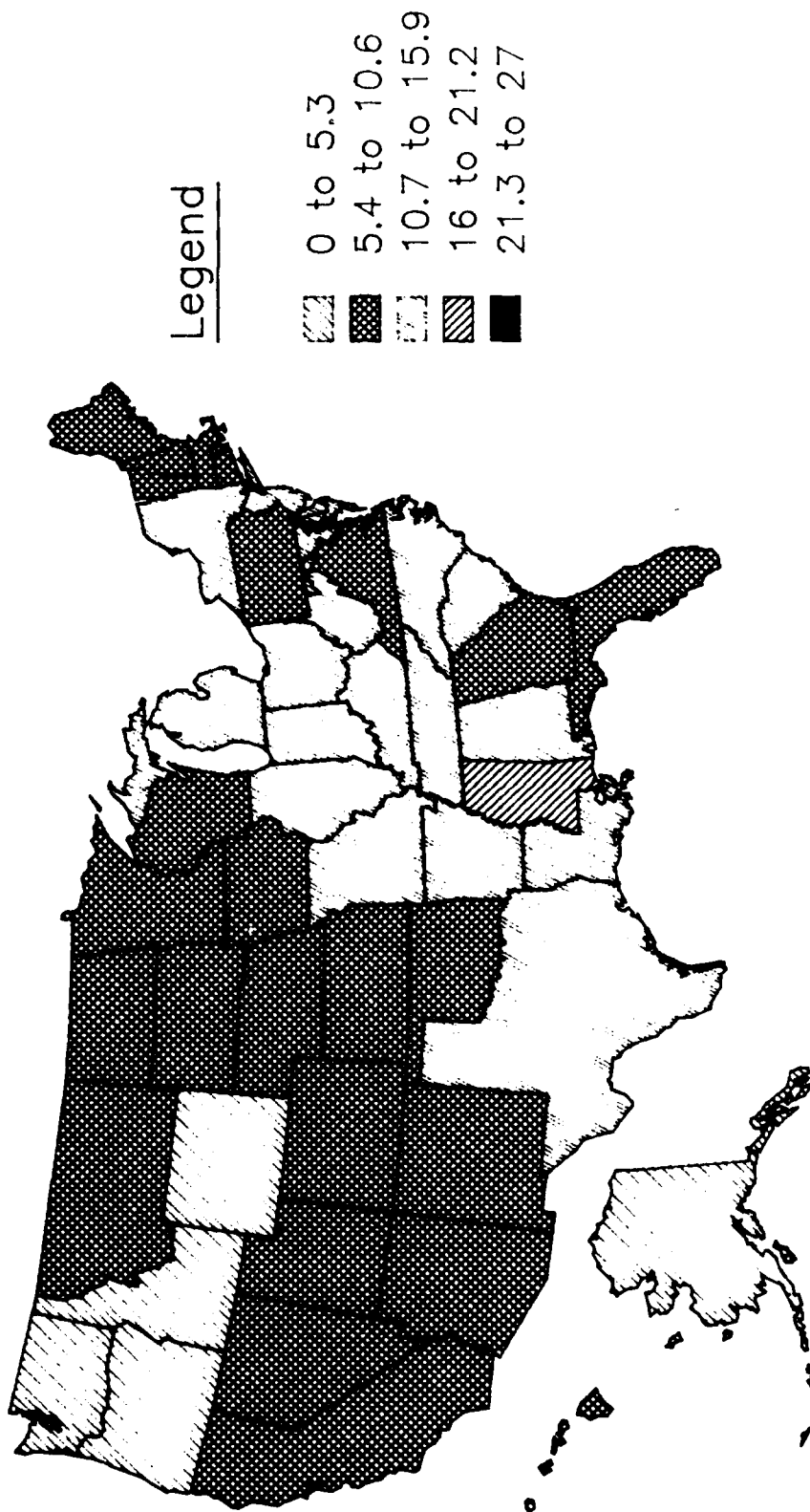


FIGURE A-2

Percent of FY 1986 Navy Applicants Aptitudinally Disqualified

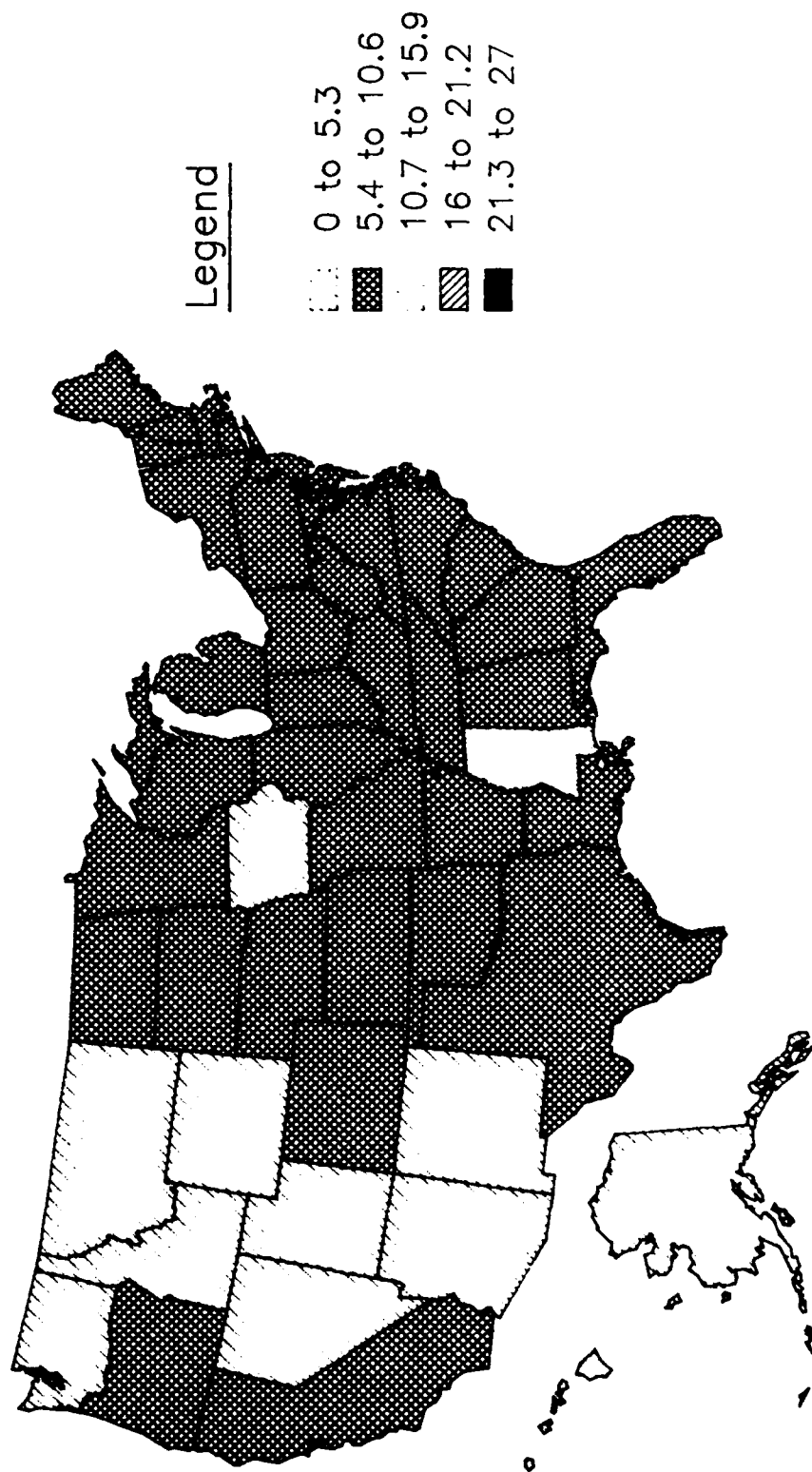


FIGURE A-3

Percent of FY 1986 Marine Corps Applicants Aptitudinally Disqualified

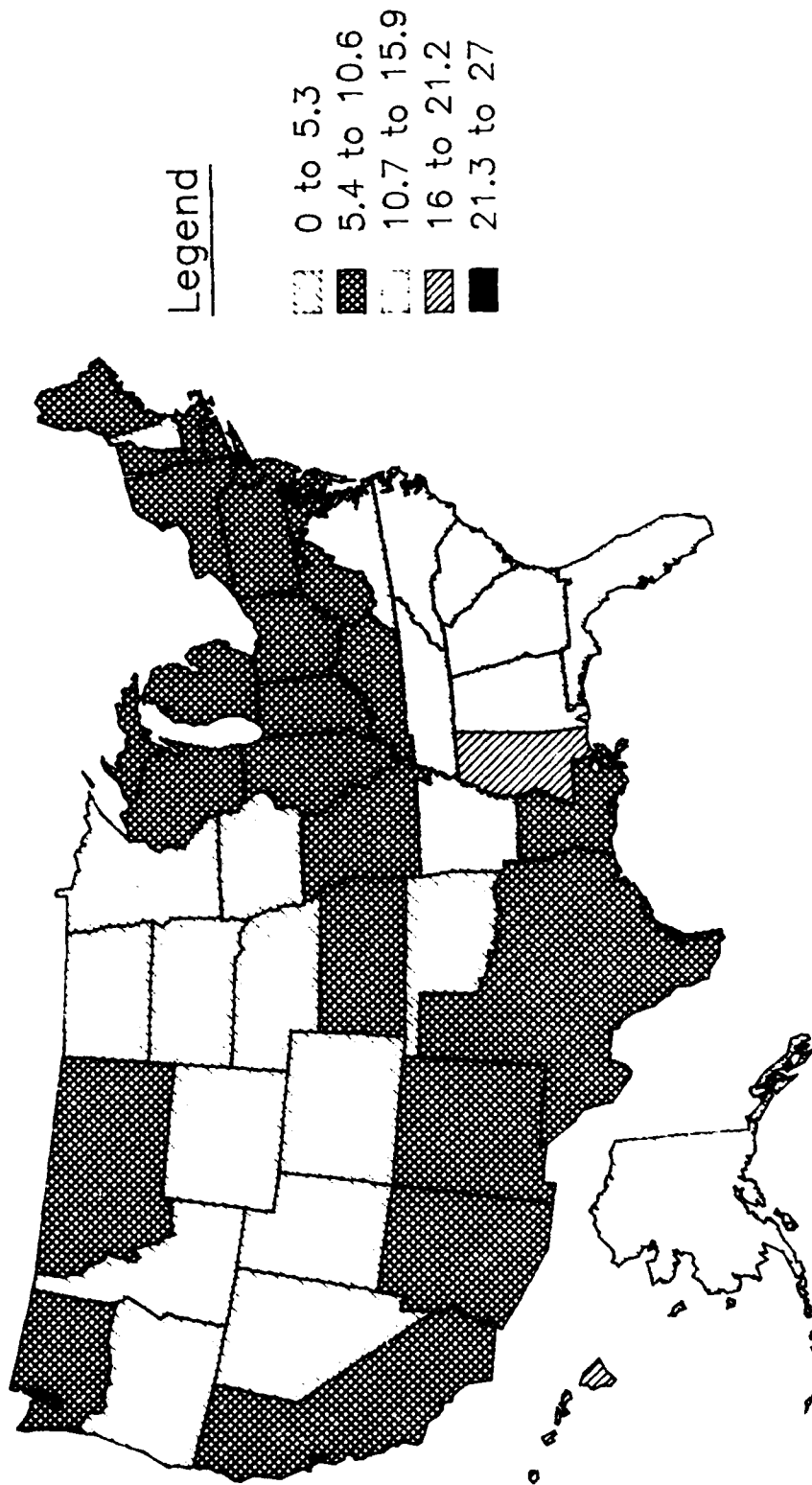


FIGURE A-4

Percent of FY 1986 Air Force Applicants Aptitudinally Disqualified

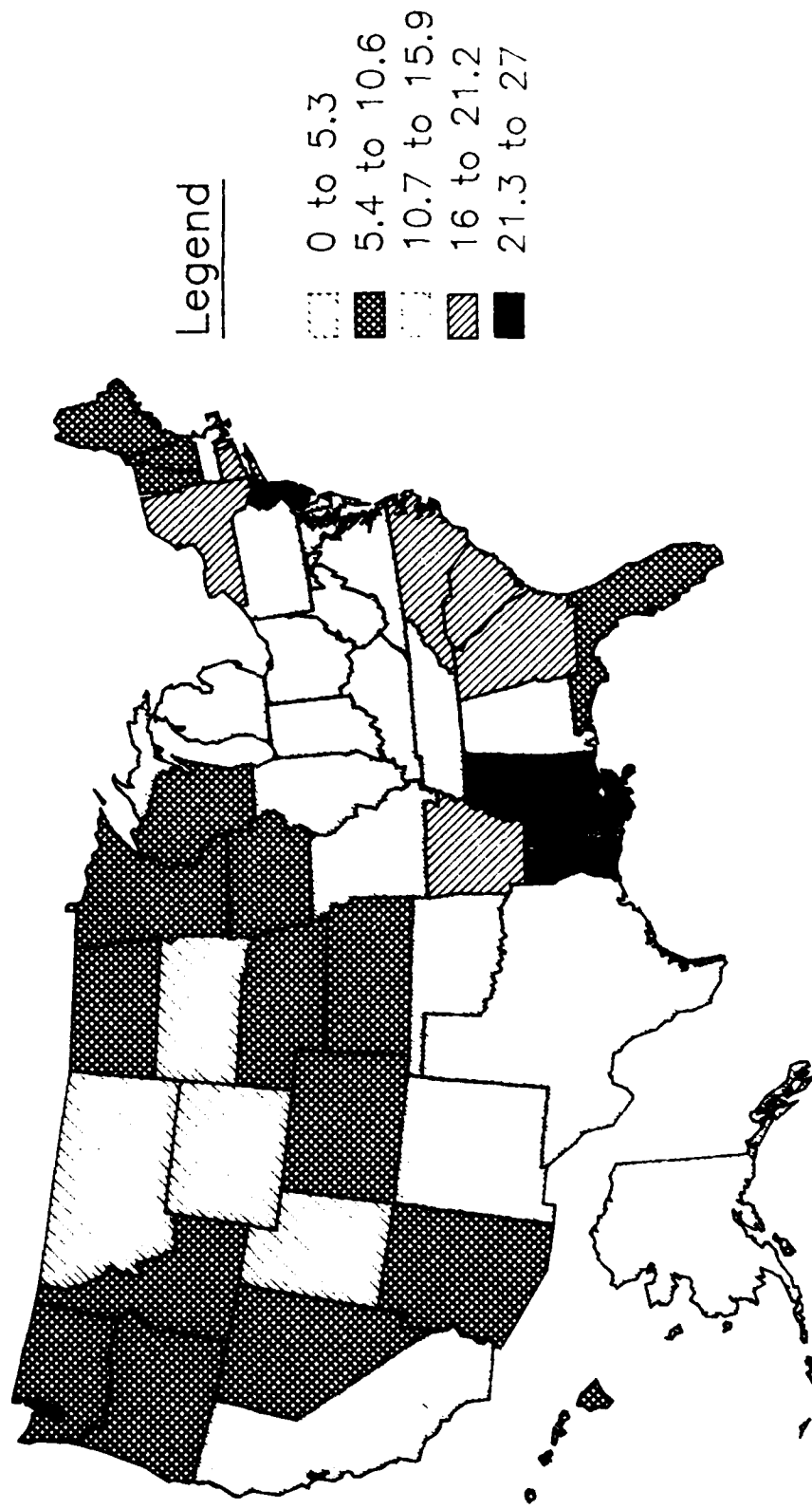


FIGURE A-5

Percent of FY 1986 Army Applicants Medically Disqualified

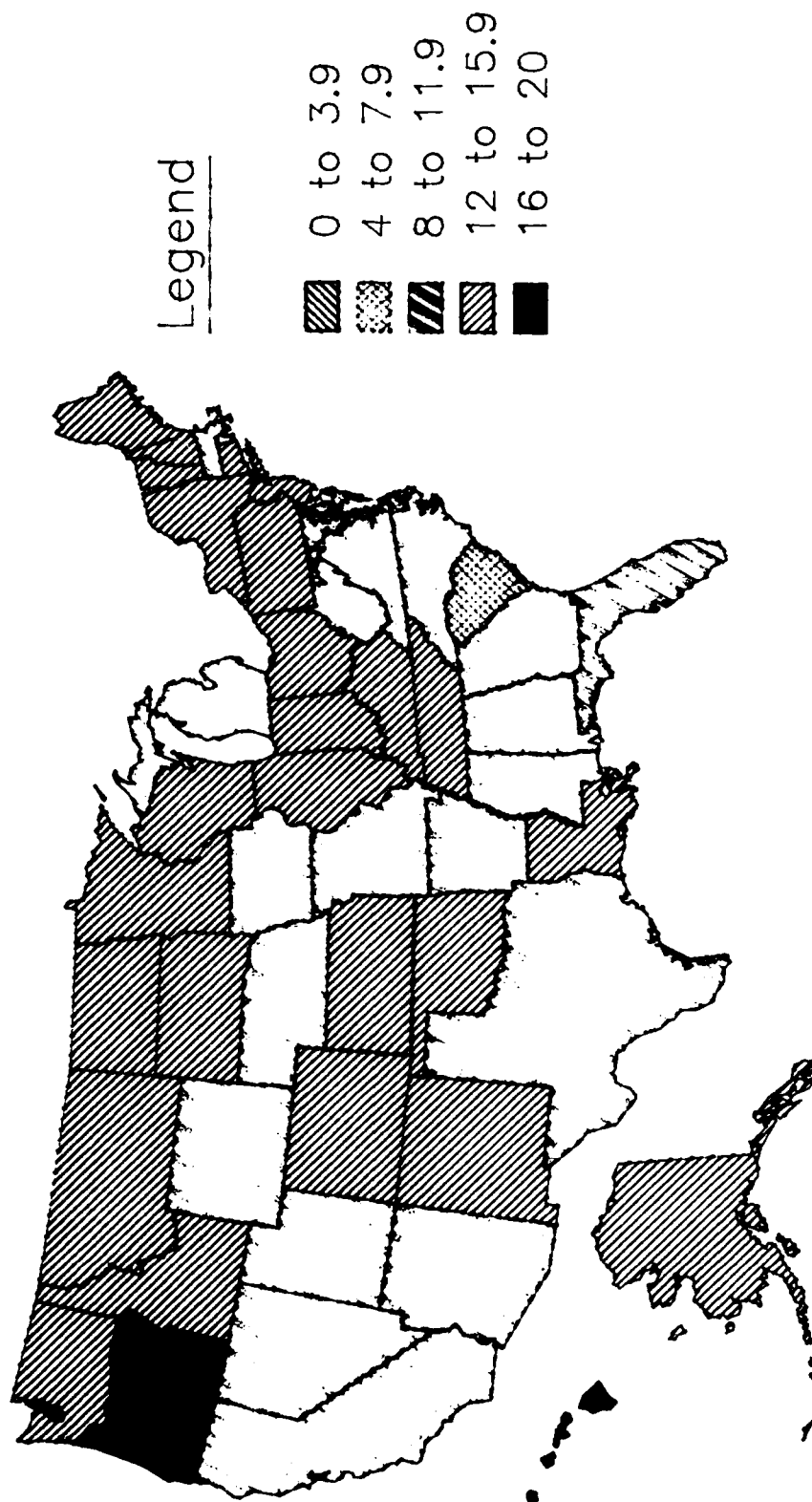


FIGURE A-6

Percent of FY 1986 Navy Applicants Medically Disqualified

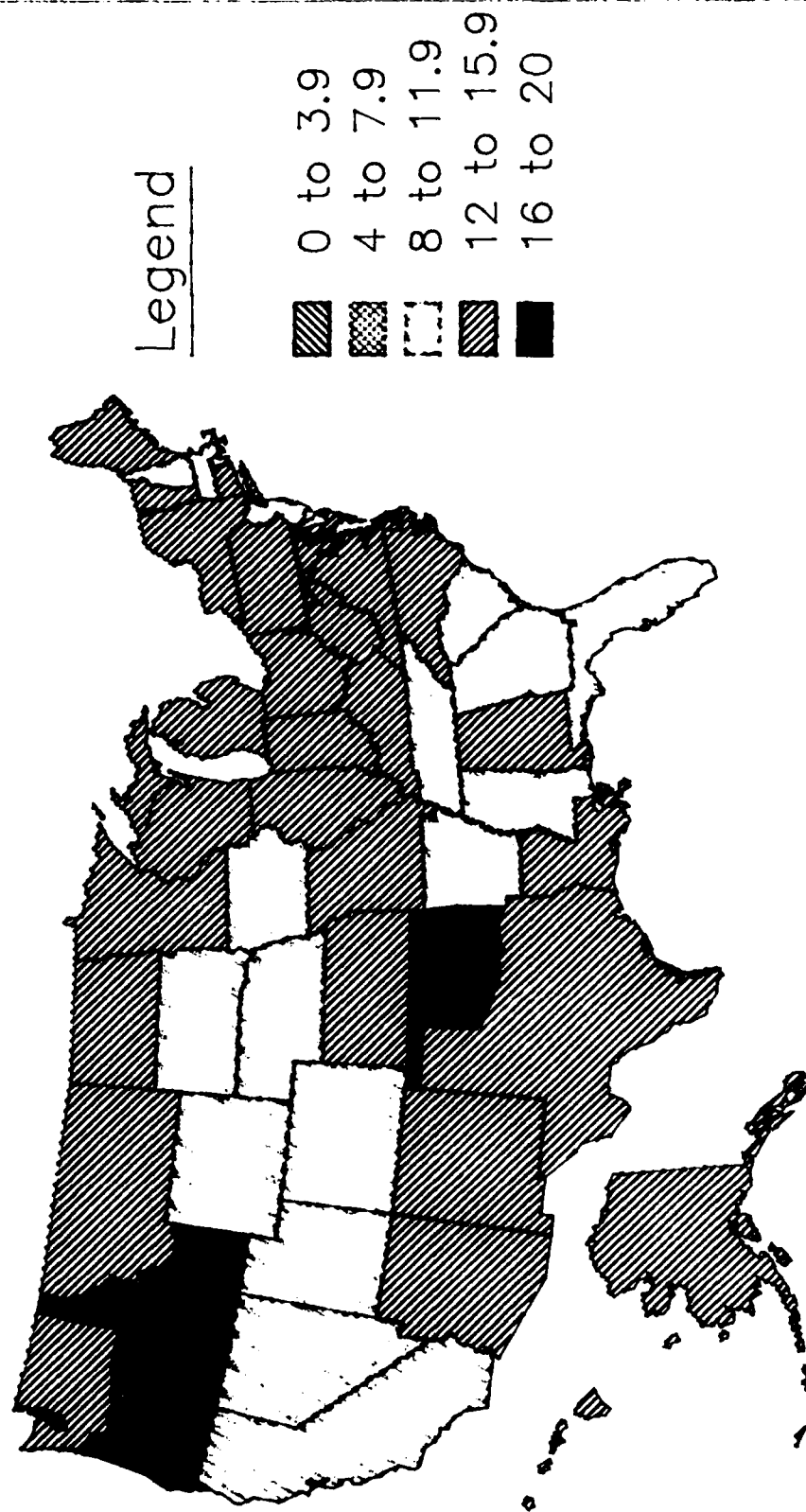


FIGURE A-7

Percent of FY 1986 Marine Corps Applicants Medically Disqualified

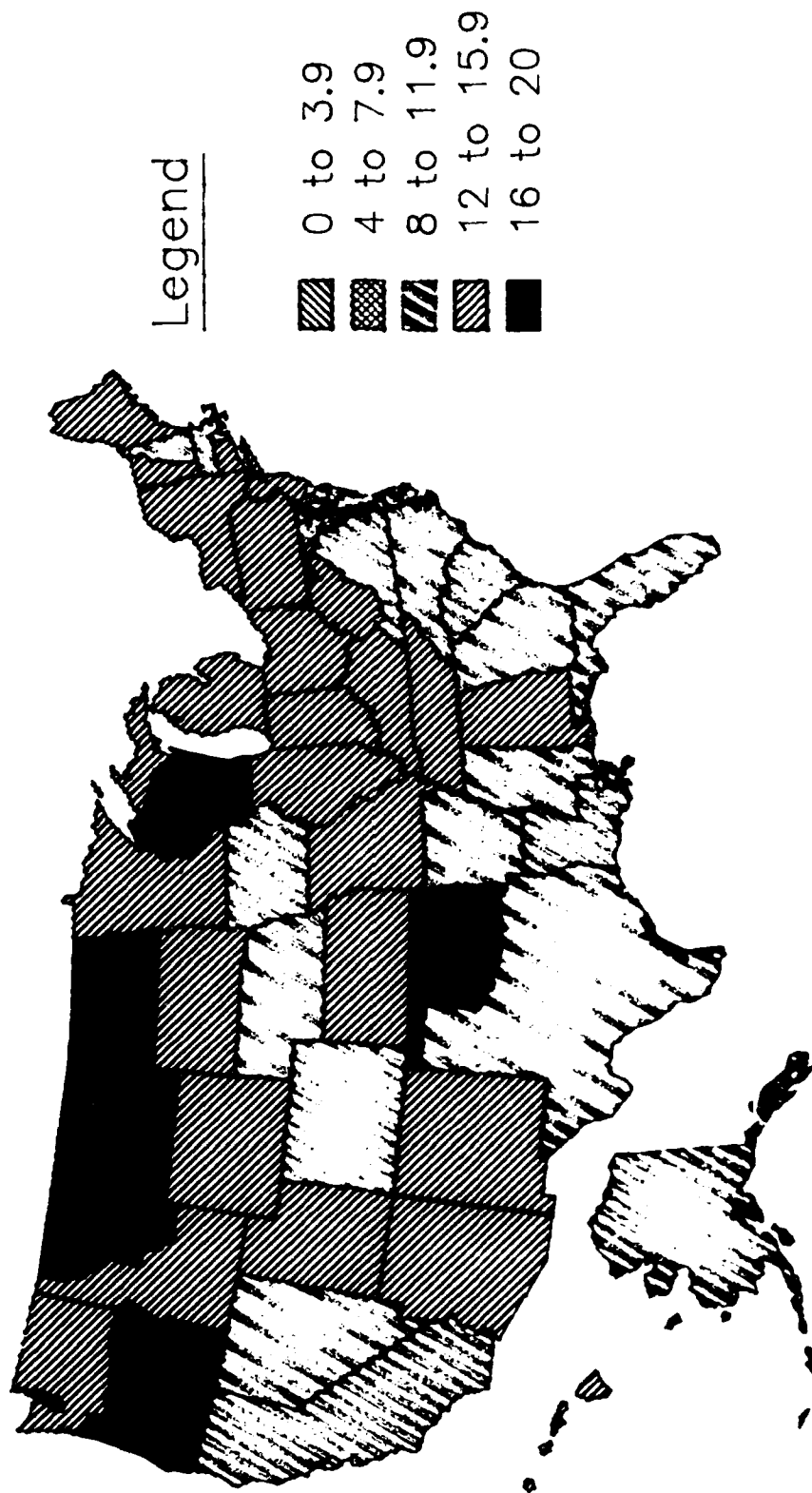


FIGURE A-8

Percent of FY 1986 Air Force Applicants Medically Disqualified

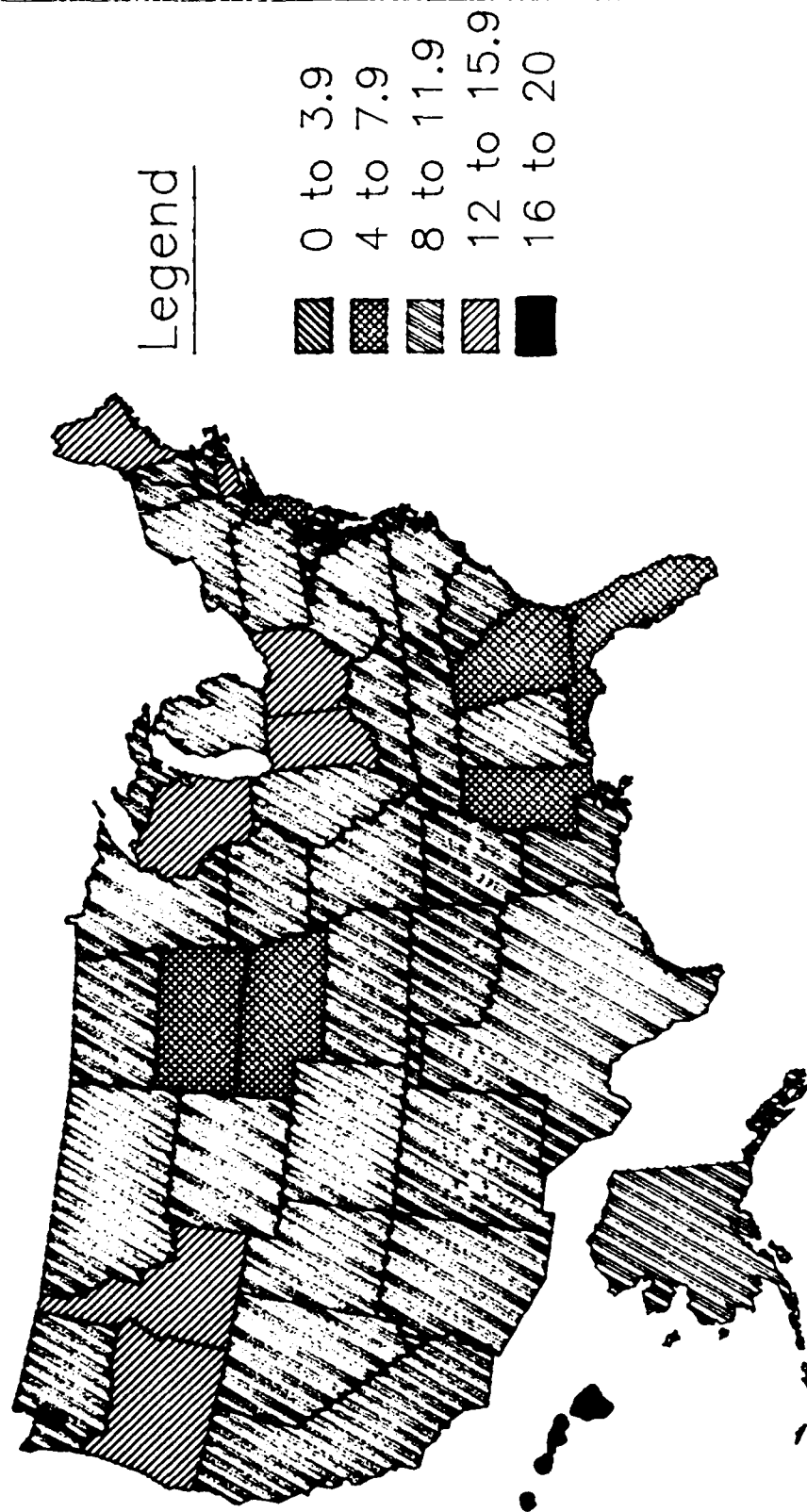


FIGURE A-9

Percent of FY 1986 Army Applicants Disqualified for Other Reasons

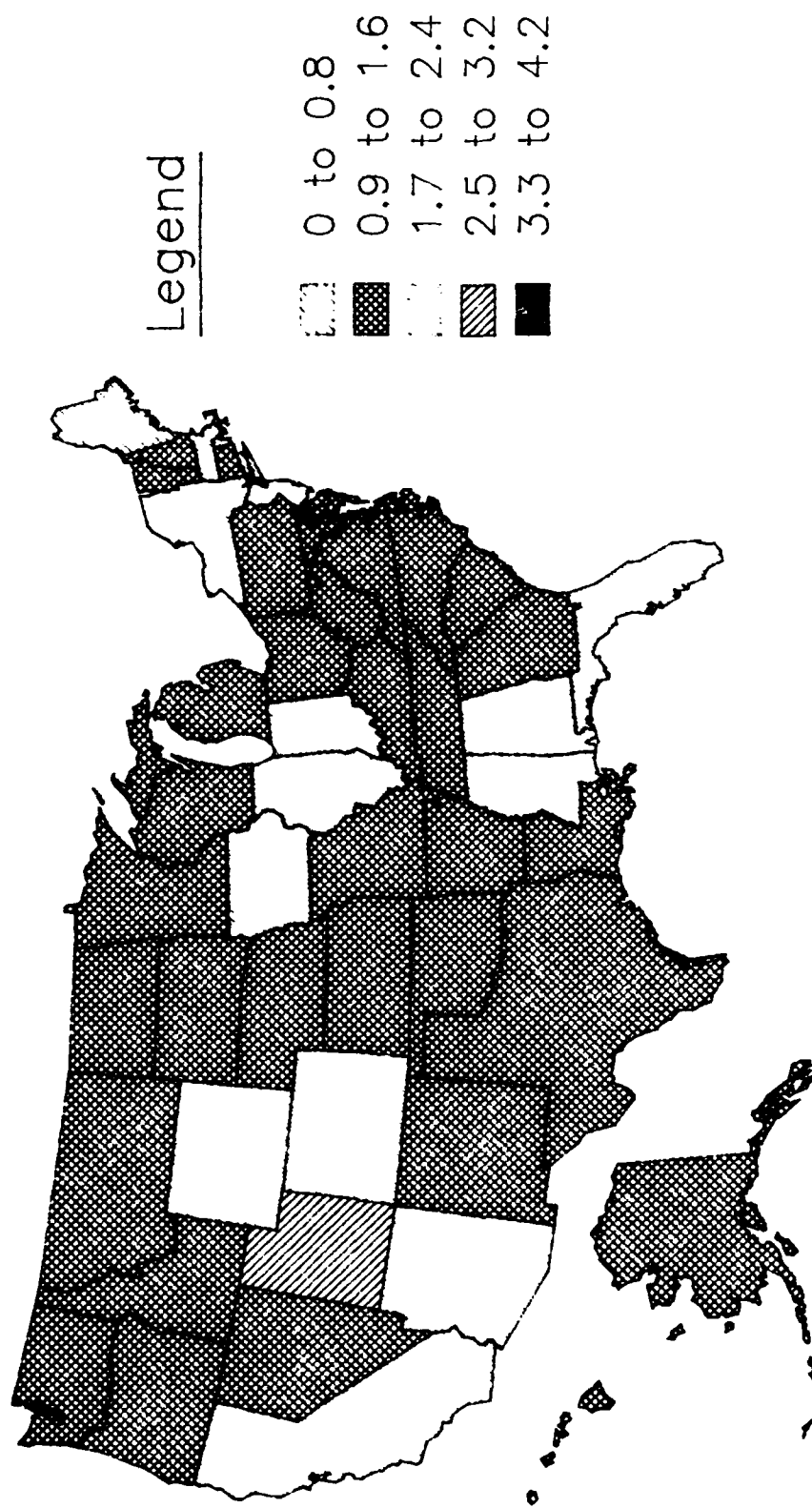


FIGURE A-10

Percent of FY 1986 Navy Applicants Disqualified for Other Reasons

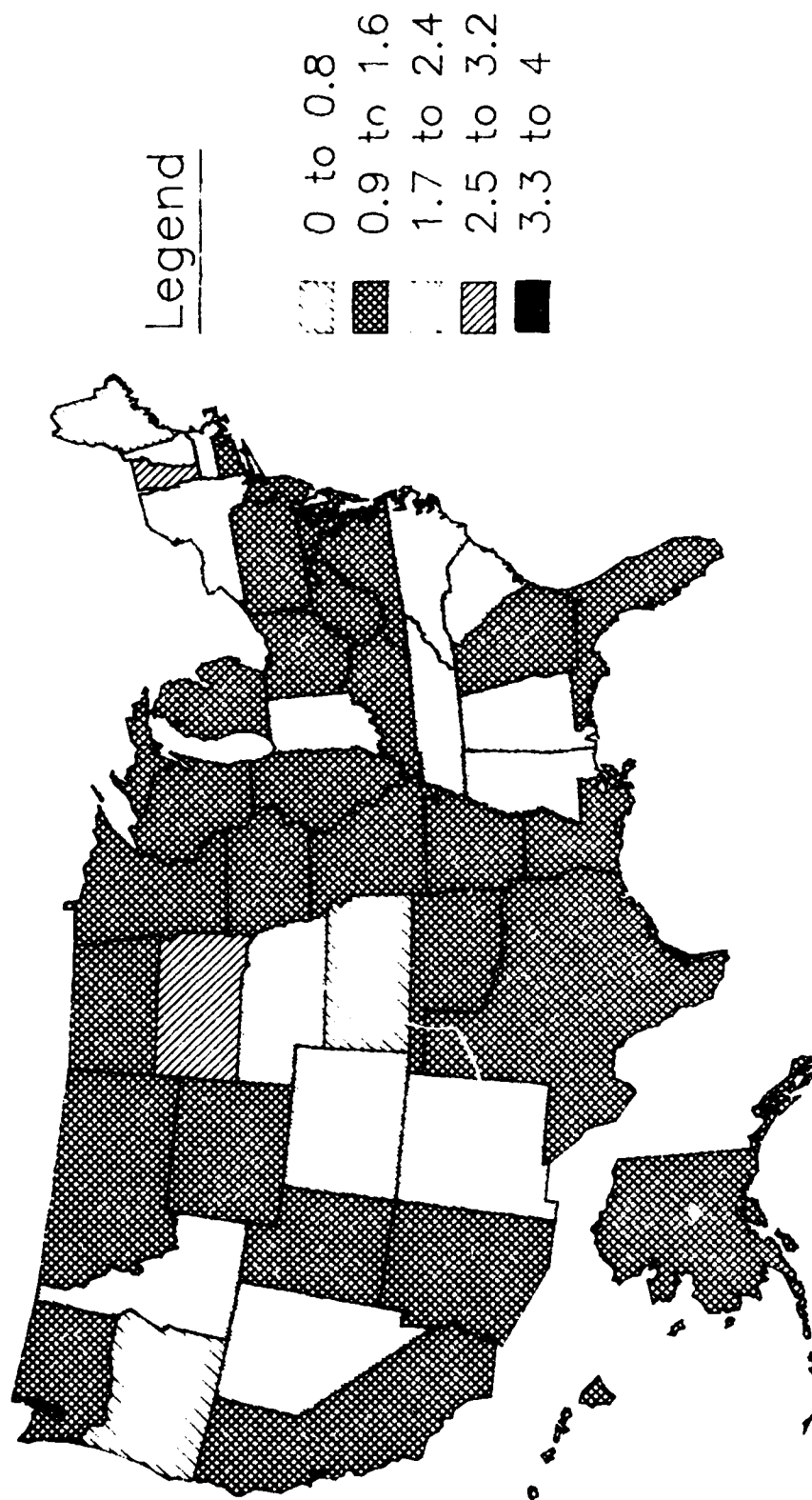


FIGURE A-11

Percent of FY 1986 Marine Corps Applicants Disqualified for Other Reasons

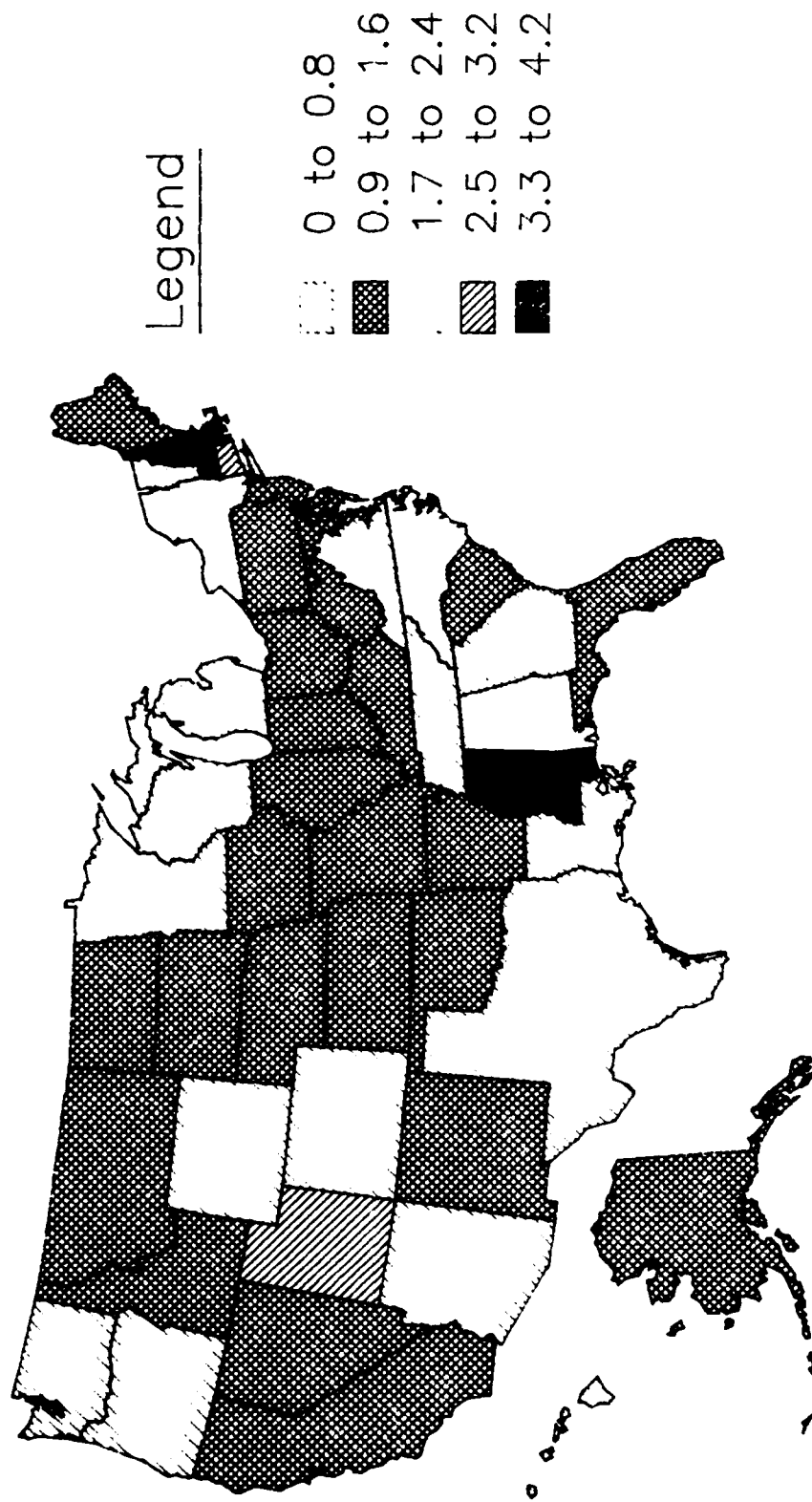
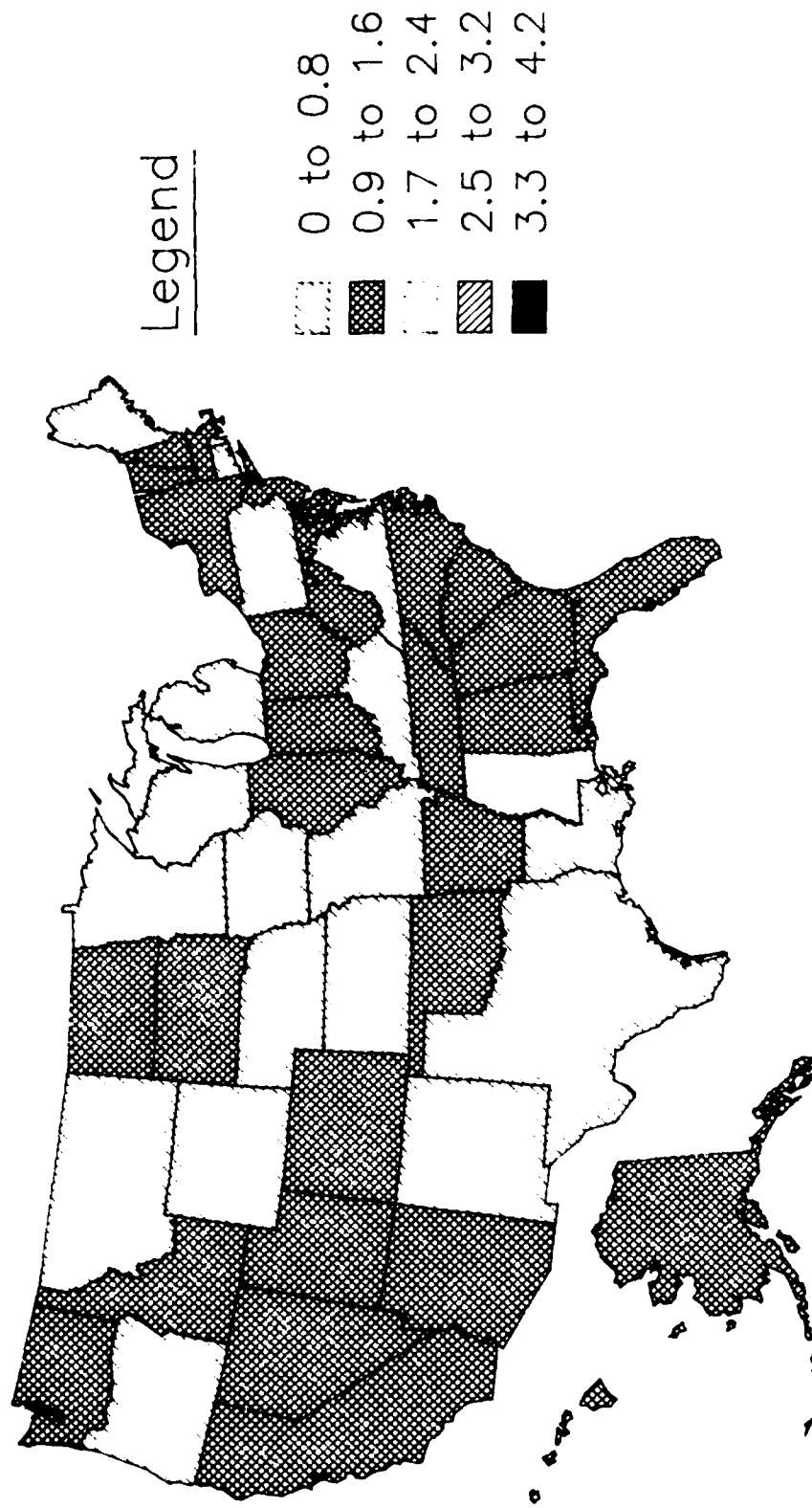


FIGURE A-12

Percent of FY 1986 Air Force Applicants Disqualified for Other Reasons



END

DATE

FILMED

5-88

DTIC